

NATICK PUBLIC SCHOOLS
School Committee Meeting
January 9, 2023
7:45 PM
School Committee Room, Third Floor, Town Hall

Posted Date: Thursday, January 5, 2023 @3:40PM

Open Meeting 7:45PM Virtual Meeting Accessed Via: <https://us06web.zoom.us/j/2038566119?pwd=TmtsdxGxenQ0YXRlN1FicHVpd3hEZz09> Meeting ID: 203 856 6119 Passcode: 987179 One tap mobile +13126266799,,2038566119# US (Chicago) +16465588656,,2038566119# US (New York) Dial by your location +1 312 626 6799 US (Chicago) +1 646 558 8656 US (New York) Meeting ID: 203 856 6119 Find your local number: <https://us06web.zoom.us/u/keAEm9sL> . If any member of the public, attending the meeting virtually, wishes to take advantage of public speak, they should email the School Committee Chair, Cathi Collins (cacollins@natickps.org), one hour prior to the start of the meeting. Your email should include your name, town and your request to be called upon during the public speak portion of the agenda. The School Committee Chair will then announce your name and you will be unmuted and prompted to turn on your video for your opportunity to share your remarks.

Per our public speak policy, each speaker will have up to 3 minutes.

Posted In Accordance with Provisions of M.G.L. Chapter 30A, Sections 18-25

OPEN SESSION

- Roll Call
- Pledge of Allegiance
- Moment of Silence
- Announcements

PUBLIC SPEAK

Public Speak is scheduled for a period of fifteen minutes. Each speaker will be permitted a maximum of three minutes during which time they can speak about topics within the scope of responsibility of the School Committee. All remarks will be addressed through the School Committee Chair. Public Speak is not a time for debate or response to comments by the School Committee.

ACTION ITEMS

1. Acceptance of Dictionaries from Natick Rotary
2. Approval to Send Letter of Support for Dr. Easy and the Wayland School Committee

REPRESENTATIVE UPDATES/CONCERNS

- Teacher Representative
- Student Representative

SUBCOMMITTEE/LIAISON UPDATES

1. Review and Approve Policy JKAA (Physical Restraint of Students)
2. Update on Holiday Calendar and Homework Policy

CHAIRMAN'S REPORT

1. Warrant Review

CONSENT AGENDA

1. Approval of School Committee Minutes and Executive Session Minutes of November 21, 2022
2. Approval of Field Trip: Boston College Model UN Conference
3. Approval of Field Trip: 2023 CADCA Conference

SUPERINTENDENT'S REPORT

1. Overview of Proposed FY24 Special Education/Circuit Breaker Budget
2. Overview of Proposed FY24 Teaching, Learning & Innovation Budget
3. Overview of Proposed FY24 Salary and Compensation
4. Enrollment Update
5. The Addition of Towns to the ACCEPT Collaborative

Agenda items will be addressed in an order determined by the chair. Times are approximate.

ITEM TITLE:	Acceptance of Dictionaries from Natick Rotary
DATE:	12/19/2022
ITEM TYPE:	Action
ITEM SUMMARY:	
BACKGROUND INFORMATION:	
RECOMMENDATION:	

ITEM TITLE:	Approval to Send Letter of Support for Dr. Easy and the Wayland School Committee
DATE:	1/9/2023
ITEM TYPE:	Action
ITEM SUMMARY:	
BACKGROUND INFORMATION:	
RECOMMENDATION:	

ITEM TITLE: Review and Approve Policy JKAA (Physical Restraint of Students)

DATE: 1/9/2023

ITEM TYPE: Report, Discussion

ITEM SUMMARY:

BACKGROUND INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
Policy JKAA	Policy_JKAA.pdf	Cover Memo
Policy JKAA with redlined edits	JKAA.pdf	Cover Memo

PHYSICAL RESTRAINT OF STUDENTS

Maintaining an orderly, safe environment conducive to learning is an expectation of all staff members of the school district. Further, students of the district are protected by law from the unreasonable use of physical restraint. Such restraint shall be used only in emergency situations as a last resort and with extreme caution after other lawful and less intrusive alternatives have failed or been deemed inappropriate.

When an emergency situation arises, and physical restraint is the only option deemed appropriate to prevent a student from injuring themselves, another student or school community member, a teacher or employee or agent of the school district may use such reasonable force needed to protect students, other persons or themselves from assault or imminent, serious, physical harm.

The definitions of forms of restraint shall be as defined in 603 CMR 46.02. The use of mechanical restraint, medical restraint, and seclusion is prohibited.

The power of the School Committee or of any teacher or other employee or agent of the Committee to maintain discipline on school property shall not include the right to inflict corporal punishment upon any student.

Physical restraint, including prone restraint where permitted under 603 CMR 46.03, shall be considered an emergency procedure of last resort and shall be prohibited except when a student's behavior poses a threat of assault, or imminent, serious, physical harm to themselves and/or others and the student is not responsive to verbal directives or other lawful and less intrusive behavior interventions are deemed inappropriate.

The Superintendent will develop procedures identifying:

- Appropriate responses to student behavior that may require immediate intervention;
- Methods of preventing student violence, self-injurious behavior, and suicide including crisis planning and de-escalation of potentially dangerous behaviors among groups of students or individuals;
- Descriptions and explanations of alternatives to physical restraint as well as the school's method of physical restraint for use in emergency situations;
- Descriptions of the school's training and procedures to comply with reporting requirements including, but not limited to making reasonable efforts to orally notify a parent of the use of restraint within 24 hours of its imposition;
- Procedures for receiving and investigating complaints;
- Methods for engaging parents in discussions about restraint prevention and use of restraint solely as an emergency procedure;
- A statement prohibiting: medication restraint, mechanical restraint, prone restraint unless permitted by 603 CMR 46.03(1)(b), seclusion, and the use of physical restraint in a manner inconsistent with 603 CMR 46.00;
- A process for obtaining Principal approval for a time out exceeding 30 minutes.

Each building Principal will identify staff members to serve as a school-wide resource to assist in ensuring proper administration of physical restraint. These staff members will participate in an in-depth training program in the use of physical restraint.

Natick Public Schools

In addition, each staff member will be trained regarding the school's physical restraint policy and accompanying procedures. The Principal will arrange training to occur in the first month of each school year, or for staff hired after the beginning of the school year, within a month of their employment.

Physical restraint is prohibited as a means of punishment, or as a response to destruction of property, disruption of school order, a student's refusal to comply with a school rule or staff directive, or verbal threats that do not constitute a threat of imminent, serious physical harm to the student or others.

Physical restraint is prohibited when it is medically contraindicated for reasons including, but not limited to, asthma, seizures, a cardiac condition, obesity, bronchitis, communication-related disabilities, or risk of vomiting;

The use of "time out" procedures during which a staff member remains accessible to the student shall not be considered "seclusion restraint."

This policy and its accompanying procedures shall be reviewed and disseminated to staff annually and made available to parents of enrolled students. The Superintendent shall provide a copy of the Physical Restraint regulations to each Principal, who shall sign a form acknowledging receipt thereof.

SOURCE: MASC Updated 2021

ADOPTED:

LEGAL REF.: M.G.L. 71 :37G; 603 CMR 46.00

PHYSICAL RESTRAINT OF STUDENTS

Maintaining an orderly, safe environment conducive to learning is an expectation of all staff members of the school district. Further, students of the district are protected by law from the unreasonable use of physical restraint. Such restraint shall be used only in emergency situations as a last resort and with extreme caution after other lawful and less intrusive alternatives have failed or been deemed inappropriate.

When an emergency situation arises, and physical restraint is the only option deemed appropriate to prevent a student from injuring ~~themselves~~, another student or school community member, a teacher or employee or agent of the school district may use such reasonable force needed to protect students, other persons or themselves from assault or imminent, serious, physical harm.

Deleted: himself or herself

The definitions of forms of restraint shall be as defined in 603 CMR 46.02. The use of mechanical restraint, medical restraint, and seclusion is prohibited.

~~The power of the School Committee or of any teacher or other employee or agent of the Committee to maintain discipline on school property shall not include the right to inflict corporal punishment upon any student.~~

Formatted: Font color: Text 1

Physical restraint, including prone restraint where permitted under 603 CMR 46.03, shall be considered an emergency procedure of last resort and shall be prohibited except when a student's behavior poses a threat of assault, or imminent, serious, physical harm to themselves and/or others and the student is not responsive to verbal directives or other lawful and less intrusive behavior interventions are deemed inappropriate.

Formatted: Font color: Text 1

Formatted: After: 0", Line spacing: single

The Superintendent will develop procedures identifying:

- Appropriate responses to student behavior that may require immediate intervention;
- Methods of preventing student violence, self-injurious behavior, and suicide including crisis planning and de-escalation of potentially dangerous behaviors among groups of students or individuals;
- Descriptions and explanations of alternatives to physical restraint as well as the school's method of physical restraint for use in emergency situations;
- Descriptions of the school's training and procedures to comply with reporting requirements including, but not limited to making reasonable efforts to orally notify a parent of the use of restraint within 24 hours of its imposition;
- Procedures for receiving and investigating complaints;
- Methods for engaging parents in discussions about restraint prevention and use of restraint solely as an emergency procedure;
- A statement prohibiting: medication restraint, mechanical restraint, prone restraint unless permitted by 603 CMR 46.03(1)(b), seclusion, and the use of physical restraint in a manner inconsistent with 603 CMR 46.00;
- A process for obtaining Principal approval for a time out exceeding 30 minutes.

Each building Principal will identify staff members to serve as a school-wide resource to assist in ensuring proper administration of physical restraint. These staff members will participate in an in-depth training program in the use of physical restraint.

Natick Public Schools

In addition, each staff member will be trained regarding the school's physical restraint policy and accompanying procedures. The Principal will arrange training to occur in the first month of each school year, or for staff hired after the beginning of the school year, within a month of their employment.

Physical restraint is prohibited as a means of punishment, or as a response to destruction of property, disruption of school order, a student's refusal to comply with a school rule or staff directive, or verbal threats that do not constitute a threat of imminent, serious physical harm to the student or others.

Physical restraint is prohibited when it is medically contraindicated for reasons including, but not limited to, asthma, seizures, a cardiac condition, obesity, bronchitis, communication-related disabilities, or risk of vomiting;

The use of "time out" procedures during which a staff member remains accessible to the student shall not be considered "seclusion restraint."

This policy and its accompanying procedures shall be reviewed and disseminated to staff annually and made available to parents of enrolled students. The Superintendent shall provide a copy of the Physical Restraint regulations to each Principal, who shall sign a form acknowledging receipt thereof.

SOURCE: MASC Updated 2021

ADOPTED:

Deleted: August 2015

LEGAL REF.: M.G.L. 71 :37G; 603 CMR 46.00

ITEM TITLE: Update on Holiday Calendar and Homework Policy
DATE: 1/9/2023
ITEM TYPE: Report, Discussion
ITEM SUMMARY:

BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
Listening Session presentation meeting notes October	Listening_Session_Presentation_(2).pdf	Cover Memo
Proposed Policy and SOP Holidays and Cultural Observances	Meeting_Notes_October_2021-July_2022_about_Religious_Holidays.pdf	Cover Memo
psc timeline	Proposed_Policy_and_SOP____Holidays_and_Cultural_Observances.pdf	Cover Memo
options considered religious holidays option 1 and 2	PSC_Timeline_on_Homework_Holiday.pdf	Cover Memo
notes from NPS listening sessions	Options_Considered_at_the_SubCommittee_prior_to_the_Recommendation.pdf	Cover Memo
significant religious holidays identified	Religious_holidays__option_1_or_option_2_(1).pdf	Cover Memo
other districts calendar summary	Notes_from_NPS_Holiday__School_work_and_Religious_Service_Observances_Listening_Sessions_.pdf	Cover Memo
holiday homework calendar summary	Significant_Religious_Holidays_Identified__(1).pdf	Cover Memo
	Other_Districts_Calendar_Summary_-_Sheet1.pdf	Cover Memo
	Holiday_Homework_Calendar_Summary_Document_(1).pdf	Cover Memo



*Welcome to a Listening Session on the School Calendar,
School Work, and Religious Observances*



SCHOOL COMMITTEE - POLICY SUBCOMMITTEE

Thank you for coming! We will begin at 7:05 p.m.
As we wait for people to enter the zoom, please consider these prompts:

- What was your favorite Holiday as a child and why it was so?
- What was/is your experience of holidays attending school as a student? What do you/did you know of others' experiences?
- What is your current experience of holidays and NPS?



AGENDA FOR THE EVENING

7:05 - Introductions and Goal of the Night

7:10 - Overview & Summary of our work thus far

7:30 - Break Out Rooms & Small Group Discussion

7:50 - Large Group Reflection & Continued Discussion

8:20 - Next Steps



MAIN GOAL

Tonight, we invite you to REFLECT, SHARE, LISTEN and CONSIDER ideas to support the most inclusive and respectful approach to our school calendar, holidays and school work.



At the end of the night, we hope to have:

- 1) a better understanding of desires in the community
- 2) shared with you what we have learned from local leaders and example calendars from other districts



OVERVIEW

The Policy Subcommittee, with Dr. Nolin, met with Hindu, Muslim, Jewish, Coptic, Christian, Catholic and Interfaith leaders in Natick and the metrowest area. Please see the list of participants [here](#).

We met:

- To understand key religious observances for members of our school community, especially for minority groups*.
- To consider our current policy of religious observances and philosophy behind it.
- To explore options that committees and school boards across the country are enacting.

*If we missed your experience and please reach out.



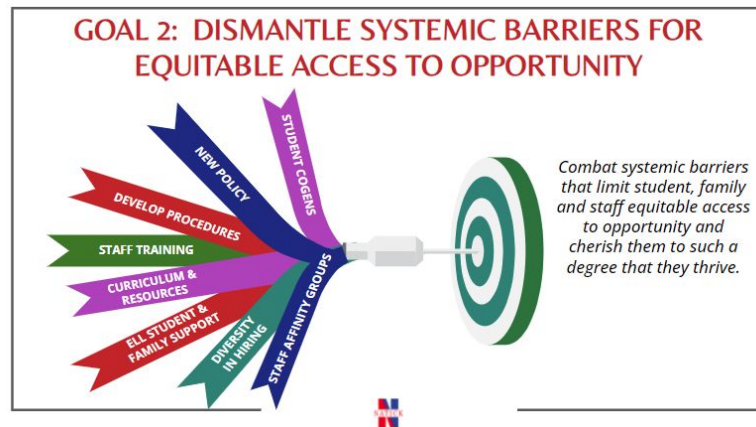
BELONGING AND NPS GOALS

Key areas:

Homework/Tests & Days off (e.g. Andover vs. Westborough)

Education about and for our full community: being seen/
representation/education

Changes for 2023-24 calendar





SPECIFICS IN THE CALENDAR

- We currently take 9 Federal and 1 State Holiday(s) off of school.
- We currently have 3 days off for Jewish, Catholic/Christian Holidays (that occur outside of winter break.)
- If we added Orthodox, Hinduism, Islamic Observances and Lunar New Year, we would add up to 6 more days off to our school calendar.

[A more complete list of observances*](#)

*In trying to compile a comprehensive list, we run the risk of leaving a group out unintentionally. We welcome your feedback and honesty!



OPTIONS TO CONSIDER

- 1) **Stay the Same and add recognition**- No change to current days off - Increase awareness of celebrations that are celebrated by smaller groups within our community, ensure that on those days, students are not penalized for taking time off to celebrate a holiday within their own tradition. (Natick Calendar Link [Here](#))
- 2) **More Inclusive** - “If it’s a major celebration for one group, we acknowledge it for all.” (Ashland Policy Link [Here](#))
- 3) **Observed Federal, State Holidays off and Winter Break Only** -- ensure that no tests or homework are due on religious holidays or the day after. (Andover Policy Link [Here](#))
- 4) Additional Ideas

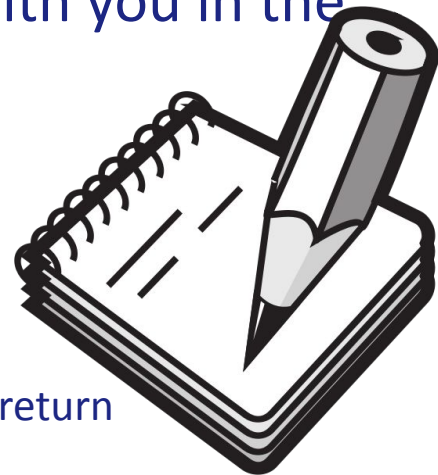


BREAK OUT GROUP QUESTIONS

1. What is your favorite holiday and why?
2. Why did you come tonight?
3. What challenged you, surprised you, resonated with you in the presentation?
4. What else should we consider?



Please have one person in your group ready to share a few notes when we return





NEXT STEPS -

- Listening sessions with staff and students forthcoming
- Weigh Input
- Continue to receive stakeholder feedback
- Develop a DRAFT policy for public consideration to be vetted at a future, televised public meeting
- This will inform the development of the 2023-2024 school year

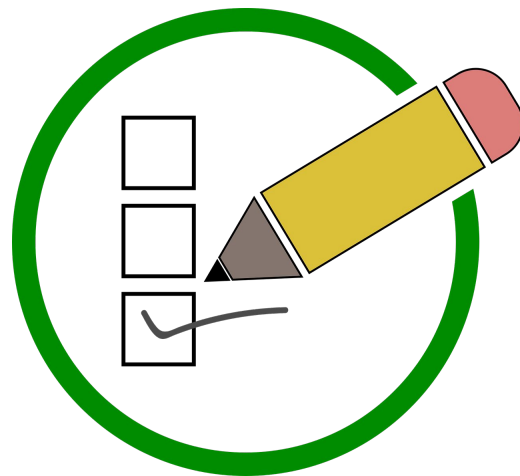


THANK YOU FOR COMING TONIGHT!

Click [here](#) for a 3 question survey

Three ways to reach the committee!

- [SPEAK Up](#), Natick,
- [Emails of the School Committee Members](#)
- Attend the School Committee's Virtual Coffee Hour on Tuesday May, 17th from 6:00 - 6:45 p.m.





ADDITIONAL RESOURCES TO CONSIDER

Within the current legal framework, schools—their boards, administrators, teachers, parents and students—must make many practical decisions regarding religious holidays. This work can be done only by showing sensitivity to the needs of every student and indicating a willingness to steer between avoidance of all references to religion on the one hand and promotion of religion on the other.

- [from the Religious Freedom Center Pamphlet](#)

[Area District Calendar Summary](#)

[Westboro Policy and explanation of 3 categories of Holidays.](#)

These notes were compiled from the Policy Subcommittee Running Notes document and from the draft minutes wherever available.

10/14 Meeting Notes Holiday Calendar Discussion

Dr. Nolin indicated that there is a wide range of examples of what other committees have done to address the growing diversity in teacher and student populations. For example, Andover and Medford have moved to a model where there are no specific religious days off in their teacher contracts so that teachers can choose the days that are most important to them.

It was asked if the need for a policy like this was about student attendance or more about substitute availability? Dr. Nolin indicated that it was both and also in line with our desired state in our equity goals - belonging is the backdrop to equity. She expressed that currently, some of our students are not seeing their holidays represented in our calendar. They have asked for some grace around attendance in some cases and homework and tests in others. In our teacher contract, we have a phrase that allows someone the day off if they celebrate a religious holiday that we have not acknowledged and we need that for our students as well. Dr. Nolin referenced Mass Gen Law 151C.

The sub-committee suggested we meet with the Interfaith Clergy of Natick at the November 4th meeting. It was asked if we should make an effort to invite the public at large to the meeting to be sure that we had a diverse group of voices. Dr. McKenzie offered to reach out to her colleagues at Babson as well.

The sub-committee had a brief discussion about inclusion, how to include everyone without eventually leaving someone out.

10/28 Meeting Notes Holiday/Homework Policy

Dr. McKenzie suggested future dates for inviting guest speakers to discuss the Holiday Calendar: 11/9 at 12, 11/19 at 1:00, 11/22 at 1:00.

Dr. Nolin indicated that her attempt to make contact with the Interfaith Council in Natick had been unsuccessful as it disbanded during the Pandemic. She reminded the sub-committee that the goal of the policy is to have some grace for kids who are celebrating important religious holidays so that they do not feel that their school work is conflicting.

Dr. McKenzie asked how this policy will impact negotiations? Ms. Collins indicated that it would only impact negotiations if we are talking about days off and not about revising standards around homework and tests. A discussion about how districts determine their days off ensued. Dr. Nolin indicated that our Holidays for staff is determined by low attendance because of the number of substitutes that would be required. Dr. McKenzie asked, if we changed Good Friday, for example, would we have a low day of attendance? Ms. Collins wondered and then confirmed that the School Committee can change the calendar for the following year.

Dr. Nolin suggested that we focus on a homework and test policy first to see if it will lead to other changes in the future.

11/23 Meeting Notes Holidays Calendar Timeline

The Committee discussed the coming meetings with religious leaders in the next two Sub Committee meetings. Dr. McKenzie asked if we could create a list of questions to ask the guests. She also asked Dr. Nolin to send the Westborough calendar to the attendees so that we can understand their perspective on the most weighty Holidays for their tradition.

Ms. Collins referred to a few different approaches to this work and noted that we need to be sure that we do not end up including so many days that all of the work gets crammed into sections of the year.

Dr. McKenzie noted that there are religious holidays, like Ramadan, for example that we are going to want to include if we are going to create an inclusive calendar. She liked how the Westboro policy had four categories that would give teachers a road map. Dr. Nolin indicated that the district does have to argue with the teachers a lot about these kinds of things. They tend not to like having tests on different days because students may be able to get the answers. She referenced that the district has put out notices about Holidays and yet homework still gets assigned on key days. We have no teeth. A policy like this is also aligned with our emerging diversity goals. It would be good to get out ahead of this before it turns into a civil rights issue like it has in other districts.

If we have policies and calendars about anti bias and cultural celebrations, it's no longer like we have cancelled whatever else happened. It's just, this is what we do here. This is what our district needs to attend to and not in a one off way that teachers have to do now. Ms. Collins affirmed that a policy gives the district some teeth.

Dr. McKenzie noted that, using her own tradition as an example, that in order to make room for a more inclusive calendar, a holiday like Good Friday might need to come off the calendar. Dr. Nolin shared that it is difficult to say because that may be a holiday that would be a day of low attendance and so it could not be changed. Ms. Collins suggested that we look at rates of attendance for the holidays that we do not have off currently as another piece of data to consider. Ms. Brunell concurred with this thought because it would make it more personal to Natick instead of using another district's policy.

Dr. McKenzie informed the Sub Committee that Columbus Day/Indigenous People's Day is going to be at the next full Committee meeting with the move to keep it as is this coming year but to encourage the Select Board and town to move on this together in the future. There is also a bill at the state level that we are going to track.

Dr. Nolin offered a quick summary of tasks from the meeting: Ms. Brunell will come with an aggregate of Anti Bias and Hate resources to consider. Dr. Nolin will come with a potential of

dates for focus groups - kids, parents, community at large. We'll have a couple of each and assign them to members of the committee. In the first of January, Dr. Nolin will shoot for bringing the SEL and Race and Culture surveys to the Committee. Dr. McKenzie will draft something with the Westboro Holiday policy to send to the guests and ask them to present the weightiness of any Holidays in their respective traditions.

Ms. Brunell asked if this Holiday Homework/Test Calendar would have any impact on bargaining? Ms. Collins stated that changing days off would. Policies around things like homework, tests and quizzes would not. She offered that we should keep the teachers in the loop that we are working on this calendar because it is good practice.

12/2 Meeting Notes Holidays Calendar Timeline

The Committee discussed the coming meetings with religious leaders in the next two Sub Committee meetings. Dr. McKenzie asked if we could create a list of questions to ask the guests. She also asked Dr. Nolin to send the Westborough calendar to the attendees so that we can understand their perspective on the most weighty Holidays for their tradition.

Ms. Collins referred to a few different approaches to this work and noted that we need to be sure that we do not end up including so many days that all of the work gets crammed into sections of the year.

Dr. McKenzie noted that there are religious holidays, like Ramadan, for example that we are going to want to include if we are going to create an inclusive calendar. She liked how the Westboro policy had four categories that would give teachers a road map. Dr. Nolin indicated that the district does have to argue with the teachers a lot about these kinds of things. They tend not to like having tests on different days because students may be able to get the answers. She referenced that the district has put out notices about Holidays and yet homework still gets assigned on key days. We have no teeth. A policy like this is also aligned with our emerging diversity goals. It would be good to get out ahead of this before it turns into a civil rights issue like it has in other districts.

If we have policies and calendars about anti bias and cultural celebrations, it's no longer like we have cancelled whatever else happened. It's just, this is what we do here. This is what our district needs to attend to this issue and not in a one off way that teachers have to do now. Ms. Collins affirmed that a policy gives the district some teeth.

Dr. McKenzie offered her own tradition as an example, that in order to make room for a more inclusive calendar, a holiday like Good Friday might need to come off the calendar. Dr. Nolin shared that it is difficult to say because that may be a holiday that would be a day of low attendance and so it could not be changed. Ms. Collins suggested that we look at rates of attendance for the holidays that we do not have off currently as another piece of data to consider. Ms. Brunell concurred with this thought because it would make it more personal to Natick instead of using another district's policy.

Dr. McKenzie informed the Sub Committee that Columbus Day/Indigenous People's Day is going to be at the next full Committee meeting with the move to keep it as is this coming year but to encourage the Select Board and town to move on this together in the future. There is also a bill at the state level that we are going to track.

Dr. Nolin offered a quick summary of tasks from the meeting: Ms. Brunell will come with an aggregate of Anti Bias and Hate resources to consider. Dr. Nolin will come with a potential of dates for focus groups - kids, parents, community at large. We'll have a couple of each and assign them to members of the committee. In the first of January, Dr. Nolin will shoot for bringing the SEL and Race and Culture surveys to the Committee. Dr. McKenzie will draft something with the Westboro Holiday policy to send to the guests and ask them to present the weightiness of any Holidays in their respective traditions.

Ms. Brunell asked if this Holiday Homework/Test Calendar would have any impact on bargaining? Ms. Collins stated that changing days off would. Policies around things like homework, tests and quizzes would not. She offered that we should keep the teachers in the loop that we are working on this calendar because it is good practice.

12/29 Meeting Notes

Homework/Calendar Policy

At 1:14 Dencia Ratley, the Director of Religious and Spiritual Life from Babson College and Bilal Miraz, Muslim Chaplin joined the meeting virtually.

Dr. McKenzie welcomed our guest speakers and introduced the members. Next, Dr. Nolin thanked them for coming and provided a brief background of the task at hand. She indicated that Natick has been focusing on creating a more welcoming and belonging culture for our emerging diversity in our student body and their families. She referenced her own experience in Westboro, an extremely diverse suburb of Worcester, and how the school district created a really smart sensitive, cultural, religious homework and school event calendar that allowed families some flexibility. She indicated we were working on the same thing in Natick and were appreciative of their help in advising us.

Dr. McKenzie acknowledged that historically our calendar has been biased towards Judeo-Christian traditions and she welcomed their help in understanding some of the significance behind Holidays in other traditions represented in our student body. She invited them to speak to us from their experience in working with students at Babson around the sensitivity Dr. Nolin described.

Ms. Ratley first thanked us for doing this type of work. She explained her experience of creating an inclusive calendar at Babson came with some difficulty because Holidays are listed as different days on different websites. She encouraged us to be as inclusive as possible with the caveat that there will always be mistakes and needed adjustments. Her approach to that is to always welcome feedback and involve the people who know more about her than she does at times. She shared a story about a student who was Jade and who needed to return to her temple

for a family celebration. It meant that she needed an exemption to take an exam on another day and the student worked through Ms. Ratley's office to achieve that permission. The question that stood out to Ms. Ratley during the process was, "Can we accommodate this student?"

Mr. Miraz shared his personal experience being Muslim in the Framingham Public Schools. At that time, he would have to take the days off of school and they would not be excused absences. That bothered him because as a young student, things like perfect attendance was something to celebrate. He also shared on some Holidays, he would spend 1.5-2 hours a night accompanying their family at the Mosque. Students often have to decide if they are going to engage in their religious practice or their studies.

From a Muslim perspective, he would encourage us to think about two holiday - the ending of Ramadan and the beginning of the Hijjah period. He acknowledged that since it is a lunar calendar, the dates can be complicated to follow.

Mr. Miraz affirmed that the Westboro policy made a lot of sense to him especially because it allows you to put different Holidays into categories around who would be impacted. This allows for students to still be recognized in their traditions while allowing for some simplicity in the implementation.

He referenced how even within religions there is diversity of practice and traditions where there still might be gaps that are missed. He encouraged the committee to view him as a resource in the future around these more nuanced topics.

Dr. Nolin expressed a hope in creating a flexible manner of attending to students so they can advocate if they are observant of something that is not happening.

Mr. Miraz shared that districts are attending to this in different ways, for example, Cambridge Public Schools has now recognized both Eids for Muslims as days off.

Ms. Brunell asked if something like that is important because they have a majority of Muslim students or if it is something he thinks a district, with a smaller population, should consider as well. Mr. Miraz thought the categories again in the Westboro calendar were a great way to approach days how a Holiday is recognized. He referenced his experience with teachers who were accommodating around major holidays. He didn't need the day off, necessarily, he needed to know he would have the time and the ability to make the work up.

Dr. McKenzie asked him to speak about fasting and if there were things that we could provide as a district for students who were engaging in that practice. He suggested educating the staff to understand how student may feel excited to participate in something like this and if possible, to offer an alternative space so students could have the option to read or rest during the lunch period.

Mr. Miraz also offered that there is usually one or two prayer times that fall within a school day. As far as he has heard, it is usually up to the student to request a quiet space to pray for 5

minutes. Also, on Fridays, all post-pubescent males are required to listen to a sermon and participate in congregational prayer. He shared that he had a friend who left school, with his mother's permission every Friday at 12:30. If there is a group of students who would like to do this, you could think about offering a space. Dr. Nolin referenced that she's had two students request this over her 18 years in the district and we made a conference space available to them.

Dr. McKenzie noted that we were coming to the end of the time of the meeting. She wondered if there were other religions or resources that Ms. Ratley could advise us on. Ms. Ratley suggested we contact the Hindu chaplain at Tufts. She also noted that Diwali is celebrated at different times so in naming that on the calendar, they find a compromise. Ms. Ratley indicated that she works with the President's office on what Holidays are announced to the community. For example, any religious Holiday where a student is fasting or there is an obligation of participation, her office sends out a message indicating that there are members of our community observing this Holiday and encourages them to be respectful of it. She has found that to distinguish which ones to highlight to the entire community. In the future, she is hoping to send out a summary email once a month to remind people of the calendar that was sent at the beginning of the year. She emphasized that she always encourages people to contact the office if they have missed something or made a mistake. The sub-committee thanked the speakers for coming and Dr. McKenzie for arranging the meeting.

Ms. Ratley and Mr. Miraz left the meeting at 2:01

Ms. Brunell offered to speak to the Hindu Chaplain at Tufts if Dr. McKenzie could make the introduction.

Dr. McKenzie offered that the conversation affirmed the direction that we are going and the Westboro policy that Dr. Nolin had highlighted for us.

Dr. Nolin indicated that it may be time to poll the student and family population about what practices we have in our district and that she would follow up with our attorney to see if she can do that. She suggested we may be able to get the data from the census as well.

Dr. Nolin wondered if any of our early release days could be lined up with some of these Holidays where we won't be able to take a day off entirely but where families could be freed up to go to the evening services. The committee agreed that was a good idea if possible.

1/20 Meeting Notes

School Calendar/Homework and Homework Policy Update

Dr. McKenzie introduced two guests, Dr. Preeta Banerjee, Hindu Advisor at Tufts University and Ms. Swati Dave, resident of Natick. Dr. Banerjee shared that she was speaking as a mother with children attending public schools in another district, a practicing Hindu and a Hindu advisor to a University. Ms. Dave introduced herself as a resident of Natick for the past 16 year, a practicing

Hindu and a member of the boards of SPARK Kindness, Natick is United and The Natick Cultural District.

Dr. Banerjee shared a slide presentation entitled, Considering Hindu Celebrations within the Natick Public School Policy Equality and Cultural Observances Framework with the committee. Her presentation worked to give a foundation of Hindu celebrations as those taking place in the 4th largest after Christianity, Islam and unaffiliated and the consideration as such central to any conversations being had within diversity, equity and inclusion models. She noted that because of regional differences, at times Hindus are celebrating the same Holiday but call it different things and celebrated in different ways. She also noted that Jains and Sikhs also celebrate Diwali. She advised that Diwali be made a category 1 holiday, Navratri/Durga be made category 2 and Holi, category 3.

Ms. Davis concurred and asked the committee consider this because of the amount of Indian families moving to Natick and because some of the neighboring towns have this as well (Holliston, Hopkinton Ashland, Westborough). She is hearing from Natick residents asking, “How can we make this happen in Natick?”

The committee spoke about the strategic plan and efforts to make belonging a reality for the students. We also acknowledged that we do not know the % of Hindu students within Natick Public Schools. The speakers were asked questions about how the Holiday is celebrated, when the celebrations begin and if a ½ day for Diwali would be a step in the right direction. Dr. Banerjee responded that anything that acknowledges these holidays in a deeper way will benefit everyone in the community. She expressed that when it becomes part of the calendar, it becomes a teachable moment that can happen within schools and the community.

Dr. Nolin shared that we can poll our families but that it would need to be a voluntary response - a survey for example in the blast instead of an email in their inbox. Dr. Banerjee suggested to be careful to be sure that any poll is not worded in a way that makes the question comparative and that this is not about taking away another group’s holiday.

Ms. Brunell shared a document that compiled the decisions around religious holidays that some of the surrounding towns and members within Natick’s DART (our “like school” co-hort identified by the Department of Education) have done. She noted that there are districts moving to include Jewish, Hindu, Islamic and Christian traditions, there are some that are doing a mix and acknowledging those that are not days off by name on their calendars and there are some that have moved to a secular calendar - removing all religious holidays from the calendar and only take off Federal Holidays.

Dr. Banerjee responded by referencing two studies. One was about how meaning making, even when done without specific religious rituals, is a stress relieving experience essential for people today. The other was about if employees take time paid time off when the calendar is made more secular - Deloitte and McKinsey have reported on this - and the answer is no. For students that is translated into, I can’t go to temple because I have to do my homework. She encouraged the committee to think about who will galvanize behind celebration and meaning making in a culture that is already dominated by a Protestant based work ethic.

The committee considered the question about the impact adding more days off to the calendar for families and especially those who do not have many options for childcare or flexible work schedules. How do we weigh the pull towards diversity, equity and inclusion work that encourages acknowledging more of the religions in our district among the reality that taking more days in the midst of the year will create more of a hardship for some of our families?

The committee thanked the speakers for coming. Dr. Banjeree and Ms. Davis offered to be a resource as we continue to discuss. Both left the meeting at 1:35.

Dr. Nolin reminded the committee that for the students it is always about belonging. She said, it's not really about a day off but it's about being seen and for allowing their culture to be graded into something as they way the calendar is perceived. She referenced this is like celebrating Pride Month - at some point are we messaging in the Natick Public Schools that we value the diversity of our students. She indicated that with Ms. Collins, the work of Influence 100 group has taught them that when looking to build a diverse culture within staff, the district needs to have or create the diverse hallmarks that will help you attract the very people who value those hallmarks.

The committee asked if Diwali was moved to a ½ day, if that would have implications for staff members who celebrate but would have professional development. If some religions have full days off and others have ½ day does that signal something unintentional about the value of each faith? The committee acknowledged that it also wanted to reach out to the Coptic community in Natick. Also, that it had not discussed the Lunar New year.

The committee discussed some of the practical implications of including all of the days vs. moving to a secular model.

Dr. Nolin suggested that a question on the thought exchange could be “When you think about religious and cultural observances, what is important for the Natick School Committee to know about how your family experiences those days.” She reminded us that reshaping time for professional development takes place within the negotiations. For example, taking one full professional development day is the equivalent of 4 half days. We could get survey data, work through the negotiations with staff and know more about a few things by the 2023-2024 school year.

It was asked if it was too late to change anything for the next school year, 2022-2023. Dr. Nolin acknowledged that it is not operationally but that we need to bring this to the full committee and gather more information from the public.

Dr. Nolin summarized that she hears that the subcommittee is aligned in a philosophical way to honor more parts of our community while acknowledging their religious and cultural traditions and that we are stuck only by the DESE parameters and not wanting to elongate the school year beyond what is tolerable.

She suggested the subcommittee have a listening session where a presentation is made by this subcommittee to show what we have been working on to hear from interested constituents and to

share with our committee. The final vote of the calendar usually happens in April so consensus was reached to set a date at the end of March before Town Meeting starts. We will have a working meeting in the coming weeks to create that presentation.

The committee briefly spoke of the name on the NPS calendar for the Federal Holiday Columbus Day. Dr. Nolin suggested we keep it as is until we know more about the move the town is making. It was also pointed out that another community does not list the names at all but simply indicates the day is off because of a Federal Holiday. We will continue the conversation but at this point, we will share with the Chair of the full committee that we are not ready to make a recommendation.

Ms. Brunell left the meeting at 2:06 and rejoined on the phone at 2:08.

Dr. Nolin updated the committee on our Public Speak policy. Our attorney agreed that we needed to make public speak accessible to anyone with a disability, that the disability need not be proven but simply shared with the Chair. At that point, accommodations should be made for Public Speak. It was asked if we could revise our Public Speak to allow for members of the public to speak for items that are ON the agenda. Dr. Nolin advised that our attorney's opinion is that yes, we can revise our public speak to look like another district policy as long as that policy has been vetted legally.

3/24 Meeting Notes

School Calendar/Homework and Homework Policy Update

Dr. McKenzie introduced the Holiday calendar for Natick Public Schools and the decision before us.

Fr. Himes asked if the decision was bound by union contracts. Dr. Nolin indicated that we have to be in session 180 days and by law we have to be finished by June 30th.

Fr. Himes spoke about the Triduum celebration from the evening to Holy Thursday - Easter. He explained that the three days are one complete celebration. Even without a sanctioned service in the morning, Good Friday is a day of prayer, fasting and waiting for the Resurrection. Christmas, Easter, Holy Thursday and Good Friday are all considered high holidays in the church.

Fr. Himes acknowledged that we are a country that wants to celebrate religious diversity. He asked if it would be possible to add a day at the beginning or the end of the year. He asked this as an alternative to swapping Good Friday with another Holiday for example. Dr. Nolin acknowledged that as an option.

Dr. McKenzie spoke of districts like Andover and Maynard who have taken Good Friday and/or all of the Holidays off the calendar. She asked for his response to making Good Friday a ½ day.

He said he can conceive of that, but he wonders if it would be a slippery slope.

He encouraged us to think about the benefit having a day off allows for a person's consciousness. He spoke of religious freedom as a central tenet of our democracy and hopes that the district that would consider that as an aspect in this policy when considering any religion.

Ms. Brunell summarized the range of options the sub committee has researched from other districts.

Dr. McKenzie suggested that the benefit of the Westboro Policy puts some of the ownership on the parents to name what Holidays are important to their family.

Dr. Nolin asked how many families the church serves. He estimates about 6,000 families and even those that consider themselves culturally Catholic are most likely to attend on Good Friday and Easter. His guess is that Catholics may be the largest population of religions in Natick.

Fr. Himes thanked us and ended by saying that "as an American, I think there is room in the public square for religion." He remembered in Andover, years back they didn't schedule Good Friday and ended up with a low day of attendance for the district.

We thanked him for coming to the meeting.

Fr. Himes left at 1:37

We worked on the slides for the April 5th listening session.

Dr. Nolin gave a preview of her edits in the policy manual for next week's meeting.

6/14 Meeting Notes Holiday Calendar

We discussed input that we've received from members of the public after the listening sessions.

Strongest policy - Westboro policy

Categories

Make ups

Receive time off from school assignments

Last day of school before category - 2nd class meeting

Category 2 no homework on the last day of school before the holiday

Rosh Hanna

Yom Kipur

Thanksgiving

Diwali

Good Friday

Eid

Lunar New Year

Education component from the teachers

Catherine suggested that Dr. Nolin meet with teachers and bring that back to the committee, the other members disagreed.

Anna will bring dates back.

Nothing we can do for 2022

High frequency holidays -

Homework - Category 3

- Night before, the day of the holiday and the day after.

It's going to be School committee policy

Staff manual -

Catherine made a motion that the administration write a category 3 - homework policy to ensure that students do not receive homework/tests in the 2022-2023 school year on major holidays - not seconded.

Motion amend that the policy subcommittee writes category 3 policy - 2-1-0

emotional response, we're not doing the leadership work, stakeholder engagement.

7/7 Meeting Notes

Summary of what we have done this year:

- Vaccination Policy for staff

- Extracurricular Vaccination Policy for students
- Goal planning meetings (September and October)
- Bus Policy, photo release, discussion of One Wilson
- Microaggression Policy including Northampton policies - Anti Hate/Bias policies, restorative justice
- Organized Listening Groups with religious Groups:

Temple Shir Tikva guests and Rev. Ian Natick Common Street Spiritual Center
Denicia Ratley, Director of Rel&Spiritual Life at Babson College Bilal Miraz, Muslim Chaplin
Fr. Hines from St. Patricks, Natick
Dr. Preeti Banerjee, Hindu Advisor at Tufts University and Ms. Swati Dave
St. Mark's Coptic Church, Natick

- Created a powerpoint and held listening sessions on the Homework/Holiday Calendar with:
 - students at NHS, KMS
 - teachers at NHS, KMS
 - community members and families
- Initiated discussion on Columbus/Indigeneous Peoples' Day
- Revisited the Mask Policy in January
- Planned communication strategy with Cassie on the homework/Holiday Calendar
- Heard Andy's recommendations AC-AC/R
- Non Public Schools Policy
- Revisited the vaccination policy for students and staff - sent to full committee for approval
- Homework Calendar and Equity Policy end of year review

Will the committee have a new member in the coming year?

Acknowledged this an enjoyable committee - we can have a more organic and open discussion

It's a great place to learn about the policies of the district



Natick Public Schools

Holiday and Cultural Observances

DRAFT



Purpose

Natick Public Schools encourages all students and staff to appreciate our vast heritage and cultural diversity. This Standard Operating Procedure provides information regarding how we manage not only the legal and secular holidays on which schools and Central Office are closed, but also major festivals and holy days for many of the religious traditions represented in the Natick community.

We expect faculty to make appropriate accommodations for students affected by these and other special observance days. The goal is to ensure students from all religious and cultural faiths receive the appropriate accommodations for school assignments so they may celebrate and observe without worry.

This is important because the assignment of homework or large projects during religious and cultural holidays prevents students from fully engaging in their families' religious and cultural practices.

Our process for making this system work is described below and broken into three categories based on an accompanying explanation.

Our [list of holidays, appreciation days, and celebrations](#) is by no means exhaustive, but ensures we also recognize days relevant to elementary and secondary education and the community at large.

Category 1 – Schools Closed

Schools Are Closed; Observance Impacts Students and Staff (Large Population)

Holiday	2022–23 School Year Date	23–24 SY	25–26 SY
Labor Day	Monday, September 5, 2022	Monday September 4, 2023	Monday, September 2, 2024
Rosh Hashanah (Day 1)	Monday, September 26, 2022	Saturday, September 16, 2023	Thursday, October 3, 2024
Yom Kippur	Wednesday, October 5, 2022	Monday, September 25, 2023	Saturday, October 12, 2024
Indigenous People's Day/ Columbus Day	Monday, October 10, 2022	Monday, October 9, 2023	Monday, October 14, 2024
Diwali	Monday October 24, 2022+	Sunday November 12, 2023	Friday November 1, 2024+
Veterans Day	Friday, November 11, 2022	Saturday, November 11, 2023	Monday, November 11, 2024
Thanksgiving	Thursday & Friday, November 24–25, 2022	Thursday and Friday, November 23–24, 2023	Thursday and Friday, November 28–29, 2024
Christmas Schools Closed for December Break, December 26–30	Monday, December 26, 2022	Monday, December 25, 2023	Wednesday, December 25, 2024
New Year's Day	Monday, January 2, 2023	Monday, January 1, 2024	Wednesday, January 1, 2025
Martin Luther King Jr. Day	Monday, January 16, 2023	Monday, January 15, 2024	Monday January 20, 2025
President's Day Schools	Monday, February 20, 2023 Closed for February Break, February 20–24	Monday, February 19, 2024 Closed 19–22	Monday February 17, 2025 Closed 17–20
Good Friday	Friday, April 7, 2023	Friday, March 29, 2024	Friday April 18, 2025
Patriots' Day	Monday, April 17, 2023	April 15, 2024	April 21, 2025

	Schools Closed for April Break, April 17-21	Schools Closed for April Break, April 15-19	Schools Closed for April Break, April 21-25, 2025
Eid al-Fitr**	Friday, April 21, 2023	Wednesday, April 10, 2024+	Sunday, March 30, 2025
Memorial Day	Monday, May 29, 2023	Monday, May 27, 2024	Monday, May 26, 2025
Juneteenth	Monday, June 19, 2023	Wednesday, June 19, 2024	Thursday, June 19, 2025
Independence Day	Tuesday, July 4, 2023	Thursday, July 4, 2024	Friday, July 4, 2025

What This Means

Absences by staff and students impact the ability to conduct classes on this date or during this time. Designated as days of low attendance, these are days when teacher or student attendance would be so low that it is better to close school.

Instructions

No homework is assigned in any class for all students on the last day of school before a category 1 holiday. Homework assignments, projects, presentations, or other assignments cannot be due until at least the second class meeting after the holiday, even for longer school vacations. The same policy applies to the administration of tests.

Category 2 – Smaller Impact

Observance May Impact Student and Staff (Smaller Population)

Holiday	Date 2022-23	2023-24	2024-25
Rosh Hashana (Day 2)	Tuesday, September 27, 2022	Sunday, September 17, 2023	Friday, October 4, 2024
Lunar New Year	Sunday, January 22, 2023 and February 5th, 2023	Saturday, February 10, 2024	Wednesday, January 29, 2025
Orthodox Easter	Sunday, April 16, 2023	Sunday, May 5, 2024	Sunday, April 20, 2025
Orthodox Good Friday	Friday, April 14, 2023	Friday, May 3, 2024	Friday, April 18, 2025

What This Means

School remains in session because these holidays are not low attendance days. However, a significant portion of our school population celebrates these days.

Instructions

No homework is assigned in any class for all students on the last day of school before a category 2 holiday. Homework assignments, projects, presentations, or other assignments cannot be due until at least the second class meeting after the holiday, even for longer school vacations. The same policy applies to the administration of tests.

Athletics and Fine Arts

Our athletic and fine arts programs are also sensitive to these issues. Regardless of the category, coaches and fine arts instructors are advised of and sensitive to the religious and cultural needs of their students and families. There will be no athletic or fine arts consequence for missing games/performances and/or practices due to religious observances.

Category 3 – Niche

Observance May Impact Student and Staff (Niche Population)

Holiday	2022-23	2023-24	2024-25
Sukkot	October 9-16, 2022	September 29, -Oct 6, 2023	October 16-23, 2024
Purim	Monday & Tuesday, March 6-7, 2023	March 21 and 24-25, 2024	March 13-15, 2025
Eid al-Adha	Wednesday, June 28, 2023	June 16, 2024	June 6, 2025
Holi	Wednesday, March 7, 2023	March 25, 2024	March 14, 2025
Ramadan Starting of Month of Observance	Wednesday, March 23, 2023	March 11, 2024	March 1, 2025

What This Means

School remains in session because these holidays impact a smaller number of our students than in the prior two categories.

Instructions

Students who are unable to complete a homework assignment due to this type of holiday should inform their teacher, who will arrange with the student an alternative time for completion of work, without loss of credit. Parents are also encouraged to contact teachers if a category 3 holiday impacts a student's ability to complete an assignment.

Athletics and Fine Arts

Our athletic and fine arts programs are also sensitive to these issues. Regardless of the category, coaches and fine arts instructors are advised of and sensitive to the religious and cultural needs of their students and families. There will be no athletic or fine arts consequence for missing games/performances and/or practices due to religious observances.

Reference Listing

Listed in alphabetical order

- | | |
|---|---|
| <ul style="list-style-type: none"> • Ash Wednesday • Chanukah (Hanukkah) • Christmas • Columbus Day • Diwali • Easter Sunday • Eid al-Adha • Eid al-Fitr • Good Friday • Holi • Independence Day • Indigenous Peoples' Day • Islamic New Year • Japanese New Year • Juneteenth • Kwanzaa • Labor Day • Lunar New Year | <ul style="list-style-type: none"> • Martin Luther King, Jr. Day • Memorial Day • New Year's Day • Orthodox Easter • Orthodox Good Friday • Palm Sunday • Passover • Patriots' Day • Presidents Day • Purim • Ramadan • Rosh Hashanah • Shavuot • Spring Equinox • Sukkot • Thanksgiving • Veteran's Day • Yom Kippur |
|---|---|



Notes

*All Jewish observances begin at sundown, in the evening, prior to the day of the observance. In addition to the dates noted, observant Jews celebrate the second, seventh and eighth days of Passover; the second, eighth and ninth days of Sukkot; and two days of Shavuot (Mass. Lawyers Diary and Manual).

**Due to the lunar calendar, these are only approximate dates

***Previous legal holiday in Suffolk County

Policy Subcommittee Meetings where Homework Holiday Calendar was discussed

Date	Topic	Minutes assigned?
5/26	BDA/BDB/ BDC/BDD Policy, Westborough Calendar	
9/9	Vax Policy, Holiday calendar (both listed as possible vote)	unassigned
11/23	Microaggression, DEI, Organize listening sessions with religious groups	X - in folder
12/2	Temple Shir Tikva guests and Rev. Ian Natick Common Street Spiritual Center	X - in folder
12/9	Denicia Ratley, Director of Rel&Spiritual Life at Babson College Bilal Miraz, Muslim Chaplin	X - in folder
1/13	Holiday Homework, Columbus Indigeneous Peoples' Day, Antihate, Public Speak	unassigned
1/20	Dr. Preeta Banerjee, Hindu Advisor at Tufts University and Ms. Swati Dave	X - in folder
2/3	St. Mark's Coptic Church, Natick	unassigned
3/24	Fr. Hines from St. Patricks, Natick Prep slides for Listening	X - in folder
3/10	Planned communication with Cassie, Anti Hate/Bias	catherine
4/7	Policy change Recommendations from Dr. Nolin, review of listening Session	catherine
4/5	Parent Community Session	n/a
5/10	Optional Discussion at NHS with Staff	n/a
5/10	Discussion at NHS with Students during the Lunch Periods	n/a
5/16	Staff Discussion at Kennedy	n/a
5/23	Student Discussion at Kennedy	n/a
6/2	Homework Holidays and Equity Review - Homework proposal (not accepted)	Cathi
6/16	Homework Holidays and Equity Review and plan for the summer	Cathi
12/23	Homework Holiday Proposal	Catherine
1/3	Discussion for Recommendation/Vote	Catherine

1/9	Discussion for Recommendation/Vote	Catherine
-----	------------------------------------	-----------

Options for NPS Calendar Decision:

- 1) Stay the same
- 2) Day off for all Major holidays for the World Religions of the students and staff
- 3) Add Diwali and Eid for now, acknowledging that there may be future additions for example, Lunar New Year and Orthodox holidays
- 4) ½ day for all major religious holidays
 - a) - (4.5) ½ day for students - professional development for teachers
- 5) Federal off and WIN day for all major religious holidays - emphasize students need different things, no new content delivered 6th grade and up, study catch up day, no tests or homework due on that day or the day after.
 - a) (5.5) WIN ½ day for all major religious holidays
- 6) Federal Holidays off only

Key things to consider/competing ideas/values:

- Signals of diversity will build a diverse community in the future
- Christian students shared with us they couldn't imagine not having Christmas off
- Keeping the School environment as neutral as possible (flag policy argument)
- Where do we already teach and should we bring culture and world religions into the curriculum more? Sense of belonging.
- Does listing the days on the district calendar yet not taking them off signal belonging - "we see you"
- Honoring diversity of culture with the day off - we see you - belonging
- Ensuring we have enough time on learning before June - benchmarks, MCAS, students stamina
- Child care and the difficulty taking more days off presents to our most vulnerable families. This is also an equity issue.
- Establishing Routines for all students, families and especially for students with special needs.
- ½ days are already seen and felt as a low curriculum day. If we did a ½ day/WIN option How do we ensure the WIN/half days are a good (and maybe even innovative) use of instructional time, not a 'movie' day, while not creating FOMO for students out that day?
- real issue is the continuous microaggressions and lack of training on DEI. We heard that "being seen" ultimately means a better understanding of culturally adaptative practices and ways to deal with injustice - getting a day off for a holiday may be part of a solution or not. This is multi layered.

Advantages and Disadvantages for the two options

Option 1 - Add Diwali and Eid

Advantages

1. Continues the current religious holidays adding Diwali and Eid. This means adding one day to the end of the school year in 2023-2024
2. No religious holiday is "taken away" from those who currently enjoy them
3. Members of the Hindi community especially did not want others to lose their holidays in order to add one of theirs (eg., substitute Diwali for Good Friday)
4. In a time of increasing anti-semitism in our schools, Jewish students would continue to have their holidays off not having to be singled out by missing school for Yom Kippur for example.

Disadvantages

1. Judgements are made among religious celebrations deeming some more significant than others. For example, Orthodox Holy Thursday is not viewed as as significant as traditional Good Friday celebrations
2. This list of celebrations is "incomplete" and will have to be reevaluated periodically to reflect changing demographics. For example, Lunar New Year is not considered to be major while some districts like aHopkinton have it off
3. Not everyone in Natick belongs to a major faith community or any faith community at all. This may appear to force religious celebrations on them,

Option 2 - No Religious Holidays

Advantages

1. All religious celebrations appear to be on equal footing as judgements are not made vis a vis their significance
2. No days are added to the school year
3. This assumes family and student initiative. Decisions re: religious holidays and school attendance are placed in the hands of families
4. This will be less disruptive to plans to add regular professional development days/ weekly early release days
5. Students begin to take responsibility for their participation in their traditions. It is not a given based on an automatic day off from school
6. The district continues to support the religious expression of its members by offering supports to make religious holiday celebrations possible without detriment to students' academic success. Arts and sports activities do not happen on category 2 days of religious holidays

Disadvantages

1. Given that change is hard, members of religious communities may perceive this option as the district nullifying their celebrations, subtracting from their importance.
2. In a climate of anti-semitic and religious discrimination, students who take off school for religious celebrations may be subject to harassment and bullying

NPS Holiday, School work and Religious Service Observances Listening Sessions:

Parent/Community Session Notes:

- Tuesday, April 5th
- 18 attendees
- Presentation by Dr. Nolin and members of the Policy Subcommittee

Notes:

/Being seen is important

/My children have asked for this and they are tired of having to ask again for their holiday to be recognized.

/Adding more days is too much on families and work schedules

Feedback from Survey (2 responses)

Was tonight helpful?

Yes it was nice seeing other families feel the same way that the education piece is more important than taking off the actual holiday; nice to hear how appreciative families are of how Natick tries to educate everyone on various holidays

Can you share one important idea or question that you will take from tonight?

Can you put a policy in place no homework or test on a holiday? Would help everyone feel included; but adding 6 more holidays is too many

The need to keep a balanced sense of educational and family needs

Optional: Please share your secular and or cultural/religious tradition

Jewish (husband is catholic)

Jewish, fall holidays and Passover, mainly

Monday, May 16th - Staff Holiday Homework Calendar Discussion at Kennedy 2:15 - 3:15 p.m.

- Approx 10 staff attended
- Equity perspective - several felt it was important to include Diwali and Eid
- Also curious about schools who have decided to go to federal holidays only
- Homework has not been an issue on these days for 5th and 6th grade. Very sensitive.
Sometimes give long range assignments so that kids who do not celebrate at a certain time

can do the work, others who do have the time they need to complete the task - good for teaching them planning too.

- Asked about how many students need to be out to be considered a low day of attendance
- Teachers need to calendar the whole year early in the school year - first 2 weeks - decide when we will do star renaissance, what unit when, ½ days drop curriculum and do SEL - then MCAS in March/April and we are only ⅔ done w/ the curriculum.
- Start and Stop of the beginning of the school year - in some ways it can build stamina, in others it is choppy and disruptive to digging into the work
- Anecdotally it feels as if there been an increase in kids being out around certain holidays - if kids don't have school on a random Tuesday, family takes the Monday off too and makes it into a long holiday - difficult from teacher perspective with kids in and out all year

Monday, May 23rd - Student Holiday Homework Calendar

Discussion at Kennedy 2:15 - 3:15 p.m.

- Approx 12 students attended
- Like learning about new cultures and sharing their own

Tuesday, May 10th NHS - Optional discussion with Dr. Nolin re: religious holidays 7:30 - 8:10 a.m.

- Was this recorded?

Student Meeting with Dr. Nolin at NHS - 11:00 - 1:00 p.m.

- 100 students over 3 lunch periods
- Group of Freshman admitted not knowing about some of the holidays, would like to learn
- One student spoke about her experience of EID and it falling every year near finals. Stress of missing the day, making it up especially at such a critical time
- Even when you know it is excused... you know that you will have a ton of catch up work so sometimes it is not possible or doesn't feel feasible.
- Very sympathetic to friends who have had to deal with this year over year.

Significant Religious and Cultural Holidays recognized by Natick Public Schools*

- NPS observes these holidays with a day off
- No Homework or Tests can be scheduled for the day after each of these

Rosh Hasanah (Day 1)

Yom Kippur

Diwali

Christmas

Kwanzaa

Good Friday (Roman Catholic)

Eid-Al-Fitr

Additional Religious and Cultural Holidays *

- Where school will be open and where accommodations will be made upon request.
- The administration will develop and publish a list of holidays which require cultural sensitivity.

For Example - but not limited to:

Ash Wednesday

Lunar New Year

Orthodox Christmas

Holi

Purim

Easter

Passover (First and Last day)

Shavuot (First and Last)

Sukkot

Navratri and Durga Puja

*We recognize that this list may never be complete. If there are additional religious and cultural observances that need to be included, please contact the district.

Link	School District	Columbus Day	Diwali	Eid el Fitr	Good Friday	Rosh Hashanah	Yom Kippur	Start	End	Notes
	Acton-Boxborough	Indigenous Peoples' Day		x	x		x	9/9	6/22	"noted the Columbus Day change with an" Lists Major Religious and Cultural Holidays on page 2 with a link to policies . "publishes a comprehensive list of observances that members in the community might be celebrating Early Release Elementary 1x a week, 1x a month Middle and High."
	Andover	Listed only as federal holiday - not named						9/6	6/21 (no snow)	
	Arlington			x (noted as observed on a Saturday)						
	Arlington Heights	Columbus Day	x		x	x	x	9/6	6/21 (no snow)	Has a "family reconnect weekend" once a month listed on the calendar - no homework.
	Bedford	Indigenous People's Day						8/31	6/16 (no snow)	Only Federal (also have 5 day weekend for Labor Day) Use the AIA Calendar of Observances to acknowledge days students only be excused (only takes federal holidays off) Has last day that includes 5 snow days
	Belmont	Indigenous People's Day						8/30	6/16 (no snow)	
	Boston	Indigenous Peoples' Day		x				9/1	6/21 (181)	
	Brookline	Indigenous Peoples' Day			x	x	x	9/1	6/17 (no snow)	name lunar new year (but falls on a Sunday) Lists Religious Holidays as Low Day of Attendance : name of Holiday CC does not have religious days off - only federal. Links their policy on 3rd page." in keeping with the districts' core value of a "caring and empathic community," it is the intent of the school districts to be aware of and to respect the religious and cultural observances of its students, families and staff."
	Concord-Carlisle	Indigenous/Columbus Day						8/31	6/14 (no snow)	
	Dartmouth	Listed as Vacation Day								takes only federal holidays
	Dover-Sherborn	Columbus		x	x		x	8/31	6/16 (no snow)	Do not list 1/2 days
	Dorchester	Columbus/Indigenous								Lists Religious Holidays, even those they don't take off
	Framingham	People's Day		x	x		x	8/31	6/20 (no snow)	
	Franklin	Columbus Day		x	x		x	8/30	6/16(no snow)	
	Grafton	Indigenous People's Day						8/31	5/14 (w/o snow)	only federal
	Holliston	Indigenous	x		x	x	x	8/30	6/13 (no snow)	Worked with Cultural Council for Diwali
	Horsingorton	Columbus/Indigenous	x 9/24		x	x	x	9/1	6/20 (no snow)	/half days are on a Friday All Fridays are 1/2 day for Elementary Only have Federal Holidays off (see this link on how they communicate about Religious Holidays.
	Lexington	Listed as "Government Observance"						8/31	6/14 (no snow)	
	Lincoln-Sudbury			x	x		x	8/31	6/14 (no snow)	
	Methuen	Indigenous People's Day			x	x	x	8/31	6/15(no snow)	PD 11/23 (before T-giving)
	Northborough - Southborough Regional	Columbus		x	x		x	8/31	6/20 (no snow)	also have 9/6 election day off
	Sharon	Indigenous Peoples' Day				2 days	x	9/7	6/15 (no snow)	
	Shrewsbury	Columbus Day/Indigenous People's Day						8/30	6/15 (no snow)	Only Federal Holidays Calendar Committee Report (2016)
	Sudbury-K&L	Indigenous People's Day		x	x		x	8/31	6/15 (no snow)	Diwali, Eid el Fitr, Ramadan, Passover, Kwanza, Hanukkah all listed on calendar
	Waltham	Columbus Day			x	x	x	8/31	6/15 (no snow)	Only celebrate Federal Holidays List Religious Holidays on page 2
	Watertown	"No School"						9/6	6/16 (no snow)	Only Federal
	Wayland	Indigenous People's Day		x	x		x	8/31	6/16 (no snow)	1/2 Day about every first Wednesday Oct -
	Westley	Indigenous People's Day			x	x	x	8/31	6/23 (builds in s May)	
	Westborough	Indigenous Peoples' Day	x (pd for staff)		x	x	x	8/31	6/16 (no snow)	
	Weymouth	Columbus Day/Indigenous		x	x		x	8/30	6/16 (no snow)	
	Winchester	only listed as No School						9/1	6/14 (no snow)	They avoid naming anything by using codes. See calendar here . refer people to their religious policy - ACPSA
	Summary	Districts	Diwali	Eid el Fitr	Good Friday	Rosh Hashanah	Yom Kippur	Federal Holidays Only		
	Totals	29	4	1	19	18	16	10		

Holiday/Homework Calendar Summary Document

Recommendation of the Policy Subcommittee:

Starting with the 2023-24 School Year:

- Add Diwali and Eid el Fitr as Religious Holidays that are observed in the NPS Calendar as a day off of school.
- Identify additional Cultural and Religious Holidays where school will be open and where accommodations will be made upon request:
 - Consider for future action making Good Friday (Roman) a ½ day and adding a second ½ day for Orthodox Good Friday.
 - Examine how the school calendar could be adjusted rather than adding days to June - For example look at the beginning of the School Year, NILs or other professional development days.
- Make a plan to limit the socio-economic impact to families on all Religious Holidays - for example explore ASAP open on these days, community service days, PTO partnership with the district, Recreation and Parks Partnership etc.
- Evaluate how cultural observances are currently included or not in the curriculum and whether/how an expansion of the cultural knowledge of our students and staff is necessary. With Administration, design a process that will be conducive for such an evaluation.
- Recommend the School Committee revisit the calendar decision in five years while periodically reviewing the impact of this policy.

Value Statement

An essential value of our district is the continued desire to honor belonging. As such, our recommendation is founded on the importance of recognizing the cultural diversity within our district. When our students are seen, known and valued, each is more likely to be successful. While the integrity of the curriculum is vital, our recommendation and its nuances seek to balance the impact of these changes on the schedule of the school year.

Documents and findings throughout the process:

[Timeline](#) of work by the Subcommittee

Link to the Administration's most recent [proposal on Holidays and Cultural Observances](#)

[Other Districts Calendar Summary](#)

[Link to Notes from Meetings Oct 2021 - Dec 2022](#)

[Link to a List of Significant Religious and Cultural Holidays](#)

[Alternative Scenarios Considered](#)

[Advantages and Disadvantages considering Federal/State Only vs. Inclusion](#)

[Listening Session Slide Show](#)

[Notes from the Slide Show](#)

ITEM TITLE: Warrant Review

DATE: 1/9/2023

ITEM TYPE: Report

ITEM SUMMARY:

BACKGROUND INFORMATION:

RECOMMENDATION:

ITEM TITLE: Approval of School Committee Minutes and Executive Session Minutes of November 21, 2022

DATE: 1/9/2023

ITEM TYPE: Action

ITEM SUMMARY:

BACKGROUND INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
11-21-22 Draft	11-21-22_Draft.pdf	Cover Memo

Natick Public Schools
SCHOOL COMMITTEE MEETING MINUTES
November 21, 2022

The School Committee held a meeting on Monday, November 21, 2022, at 6:15pm via an in-person and virtual meeting. Chair Collins called the meeting to order and took roll call at 6:19pm.

Members Present: Cathi Collins, Dr. Donna McKenzie, Dr. Shai Fuxman, Elise Gorseth, Hayley Sonneborn, Catherine Brunell,

Members Missing: Julie McDonough (arrived at 6:24pm during Executive Session.)

Others Present:	Dr. Anna Nolin	Superintendent
	Mr. Tim Luff	Deputy Superintendent
	Ms. Rose McDermott	Executive Assistant/Recording Secretary
	Mr. Brian Lynch	Assistant Director of Finance
	Mr. Tim Cesarini	Teacher Representative
	Ms. Inkyoung Lee	Student Representative

Chair Collins moved for approval for the School Committee to enter into Executive Session for this purpose:

1. To conduct contract negotiations with nonunion personnel; (Superintendent)

Ms. Sonneborn seconded. Chair Collins called for a roll call vote:

Dr. Fuxman – Yes

Dr. McKenzie – Yes

Ms. Brunell – Yes

Ms. Gorseth – Yes

Ms. Sonneborn – Yes

Chair Collins – Yes

It was unanimously approved 6-0-0.

Chair Collins stated they would be returned to open session at approximately 7:00pm.

At approximately 7:11pm, the School Committee returned to Open Session.

Announcements

Dr. Nolin introduced Erin Miller, Director of Student Services and Equity. Ms. Miller – introduced some incredible people from the Achieve program. These students are in between the ages 18-22 and it services our students with disabilities that require additional life and transition skills. She also, introduced the Unified basketball team. These are two of the most things that she's most proud of. We are a Unified Champion School. Ms. Miller introduced Ben Mackie and John Larkin, coaches for the Unified basketball program and they spoke about the general education students that take their time and provide guidance and leadership. They are the key. Coach Mackie recognized several general education students that have assisted with this program. Ms. Miller introduced the staff/teachers involved in the Achieve Program and Achievable Printing. This is the business the Achieve program has

created. Ms. McDonough congratulated Dr. Nolin and Mr. Luff for getting Achievable Printing off the ground. Dr. Nolin gave a huge shout out to Heidi Harper, Public Health Nurse in our Board of Health Department. She has been a tremendous colleague to us. We have had an influx of students coming in from other countries and it requires a team approach. With Ms. McDermott at the helm, Ms. Harper has accelerated getting children into school. She has been a tremendous colleague to us. Thank you, Heidi from our department to yours. Dr. Nolin reminded the community that Monday is a day of learning for staff. It's our tenth annual learning and innovations summit. Staff have several choices for professional development. There are hundreds of sessions being executed.

Public Speak

Chair Collins had not received any requests via email. There was no one in person requesting to speak.

Representative Updates/Concerns

Teacher Representative, Mr. Cesarini had no updates or concerns. Student Representative, Ms. Inkyoung shared that Wednesday they have their first pep rally of the year. Everyone is very excited. They also are having their student council food drive. They hope to raise \$5000.00.

Subcommittee/Liaison Update

Dr. McKenzie gave update on the Policy Subcommittee. They met on November 17th and they have very carefully vetted the first part of the handbook. They are also looking at other policies that they will be bringing back in December. Dr. Fuxman updated the Committee on the JAG (Johnson Advisory Group). He and Ms. McDonough They've met with them twice this fall. It's good to hear issues and questions. As well as having conversations. Dr. Fuxman updated the Committee on the JAG. They've met with them twice this fall. It's good to hear issues and questions. Provide feedback for meeting

Highlights/Overview of Policies Before the Committee for a Vote

Dr. Nolin reviewed that they will be voting on group one part one and two today. Group two will be coming back. The medical policies, we are not in compliance with law right now. They must be voted on and approved. Dr. Nolin had provided a memo as well as summarized the policies. A lot of changes are ministerial updates. Ms. Brunell moved to approve updated policies BBAA-School Committee Members: Authority and Duties, BCA-Code of Ethics, BDFA-E-2-Submission and Approval of the School Improvement Plan, DJE-Procurement Requirements, GCG-Part-Time and Substitute Professional Staff Employment, GCGC-Professional Staff Job-Sharing, GCL-Professional Staff Time Schedules, IGB-Student Services Programs, IGD-Curriculum Adoption, IHCA-Summer Programs, IJ-Instructional Materials, IJJ-Instructional Materials Selection and Adoption, IJK-Supplementary Materials Selection and Adoption, IJL-Library Materials Selection and Adoption, IJLA-Library Resources, IJOB-Community Resource Persons/Speakers, IJOC-School Volunteers. Seconded by Dr. McKenzie. It was approved unanimously by a vote of 7-0-0.

Consent Agenda

1. Approval of Field Trip: Galapagos Island 2024
2. Approval of Field Trip: UNH Jazz Festival
3. Approval of PTO/PTA/501(c)(3) Budgets

Ms. McDonough moved to approve the consent agenda. Dr. McKenzie seconded. It was approved unanimously by a vote of 7-0-0.

Budget Timeline Overview

Dr. Peter Gray, Assistant Superintendent of Finance gave an overview of the timeline. They have met with all our administrators and principals and received their initial proposals. We now are determining what can fit within what we think we can afford. There will be a larger picture overview for the School Committee on December 5, 2022. We will begin after the holiday break presenting the larger portions of the budget.

At approximately, 8:18pm, Dr. McKenzie motioned to adjourn. Ms. McDonough seconded. It was unanimously approved 7-0-0.

Anna Nolin
Superintendent
Executive Secretary to the School Committee

Rose McDermott
Executive Assistant/Recording Secretary

Attest:_____

Documents Provided in Novus Agenda and materials used at this meeting:

Policies: (BBAA-School Committee Members: Authority and Duties, BCA-Code of Ethics, BDFA-E-2-Submission and Approval of the School Improvement Plan, DJE-Procurement Requirements, GCG-Part-Time and Substitute Professional Staff Employment, GCGC-Professional Staff Job-Sharing, GCL-Professional Staff Time Schedules, IGB-Student Services Programs, IGD-Curriculum Adoption, IHCA-Summer Programs, IJ-Instructional Materials, IJJ-Instructional Materials Selection and Adoption, IJK-Supplementary Materials Selection and Adoption, IJL-Library Materials Selection and Adoption, IJLA-Library Resources, IJOB-Community Resource Persons/Speakers, IJOC-School Volunteers), IK-STUDENT PROGRESS REPORTS TO PARENTS/GUARDIANS, ILBA-DISTRICT ASSESSMENTS, IMB-TEACHING ABOUT CONTROVERSIAL ISSUES/CONTROVERSIAL SPEAKERS, JF-RESIDENCY POLICY, JF-E-NATICK PUBLIC SCHOOLS RESIDENCY AFFIDAVIT LANDLORD/SHARED TENANCIES, JICFB-BULLYING PREVENTION, JICK- HARASSMENT OF STUDENTS, JJE-STUDENT FUND-RAISING ACTIVITIES, JRD-STUDENT PHOTOGRAPHS, KDD- NEWS MEDIA RELATIONS/NEWS RELEASES, AD-MISSION STATEMENT, ADC-TOBACCO PRODUCTS ON SCHOOL PREMISES PROHIBITED, ADF-WELLNESS POLICY, JII-STUDENT COMPLAINTS AND GRIEVANCES, JJA-STUDENT ORGANIZATIONS, JJH-R-STUDENT TRAVEL REGULATIONS, JLCC-COMMUNICABLE DISEASES, JRA-STUDENT RECORDS, JRD-STUDENT RECORDS, IC/ICA-SCHOOL YEAR/SCHOOL CALENDAR,ID-SCHOOL DAY, IE-ORGANIZATION OF INSTRUCTION, IGA-CURRICULUM DEVELOPMENT, IHAM-HEALTH EDUCATION, IHB-SPECIAL INSTRUCTIONAL PROGRAMS AND ACCOMMODATIONS (PROGRAMS FOR CHILDREN WITH SPECIAL NEEDS), IHBEA-ENGLISH LANGUAGE LEARNERS, JB-EQUAL EDUCATIONAL OPPORTUNITIES, JC-ATTENDANCE AREAS, JCA-ASSIGNMENT OF STUDENTS TO SCHOOLS, JEB-ENTRANCE AGE, JF-SCHOOL ADMISSIONS, JH-STUDENT ABSENCES AND EXCUSES, JHD-EXCLUSIONS AND EXEMPTIONS FROM SCHOOL ATTENDANCE, JICFA-PROHIBITION OF HAZING, JICH-ALCOHOL, TOBACCO, AND DRUG USE BY STUDENTS PROHIBITED, KF-PUBLIC USE OF NATICK SCHOOL FACILITIES)(FLAG POLICY, MEDICAL POLICIES)

Galapagos Island 2024 Information

UNH Jazz Festival Information

Brown School PTO Budget

ITEM TITLE: Approval of Field Trip: Boston College Model UN Conference
DATE: 1/9/2023
ITEM TYPE:
ITEM SUMMARY:
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
Boston College UN	Boston_College_-_UN.pdf	Cover Memo

School Sponsored Field Trip Request Form In-State Overnight Travel ONLY

Attach itinerary, student lists (if known), hotel information, chaperone sign-off forms, waiver requests, etc. to the completed request form and send to the Principal's office. If you will just be submitting the one request form, you may return it by email.

Submit to the principal's office no later than four weeks prior to the requested trip. In-state overnight trip requests must be submitted and also approved in advance of any marketing to the students.

Approval will be granted by the school principal and the superintendent.

To: Jason Hoye and Dr. Anna Nolin
From Ivor Ford
Date: 12/13/22
Re: Boston College Model UN Conference (BosMUN)

I would like to request approval for the following In-State and Overnight trip:

Lead teacher's name: Ivor Ford

Group: Model United Nations

Destination and also Itinerary: The Boston Marriott Copley Place; Depart Natick MBTA @ 3.50PM on 02/10/23, return Natick MBTA @ 3.42PM on 02/12/23

Date of trip: ~~02/06/22 - 02/08/22~~ 2/10/23 - 2/12/23

Transportation: MBTA Commuter rail

Mode of transportation requested: None

Method of payment (fundraising, etc.): Parental payment

Names of chaperones: Ivor Ford, Matthew Miller, Maggie Hale

Estimated Cost of trip per student: \$300

Please state the purpose of this trip: To participate in the Boston University annual high school Model UN conference (BosMUN). This is a Model United Nations Conference and participants are members of the Model United Nations club. They will practice important skills including, research, writing, public speaking, debate, and negotiation.

Dept. Head Sign-off:

☐ Field Trip Approved by Principal



HOME

REGISTER

STAFF

COMMITTEES

PORTALS

ABOUT

WHAT IS BOSMUN?

BosMUN & BUIAA

The Boston Invitational Model United Nations Conference (BosMUN), is a premier three-day high school level simulation of the United Nations held annually on the first weekend of February in downtown Boston. BosMUN is an undergraduate-run organization based on the Boston University campus and was established in 2000. It operates as a branch organization of the [Boston University International Affairs Association](#) (BUIAA).

BUIAA is the parent for many branches involving a diverse group of students from all schools and colleges within Boston University. In addition to BosMUN, they host a premier college level Model UN conference in late September named [BarMUN](#). Some of the other branches include a top ranked Model UN Travel Team, a community service centered group known as Students for the UN (SUN), and a journal known as the [International Relations Review](#) (IRR). From the beginning, BUIAA and its branches have excelled in their fields by

providing the best opportunities for participating undergraduates as well as outside stakeholders that appreciate the organization's work.

The Conference

Entering its 22nd iteration, BosMUN will feature committees of all shapes, topics, and sizes in order to accommodate the over 1,500 delegates in attendance. We aim to create an all-inclusive, educational, and diverse atmosphere for each and every high school student that attends our conference. At BosMUN, delegates have the chance to delve into the world of international affairs, public speaking, and diplomatic skills, all the while utilizing creative freedom in their various committees through policy debate. Students assume the role of UN representatives and members of other international bodies and national cabinets in order to debate day-to-day issues that confront world leaders, and eventually draft resolutions in response. During the conference, students will learn the importance of balancing national interests with the needs of the international community, while also learning about the powers and limitations of international negotiation. Delegates must strive to preserve their countries' foreign and domestic policies while also negotiating in the face of other, usually conflicting, international policies.

The Mission

True to the spirit of the United Nations, BosMUN hopes to reach students both within the Boston University community as well as in the international high school community to provide students with enriching academic debate and to teach leadership skills. Through creative planning, critical thinking, public speech, compromise, and negotiation, we cultivate an environment to engage our future diplomats, politicians, and general leaders by simulating significant current, historical, and future events where they can make lasting change.

BOSTON UNIVERSITY MODEL UNITED NATIONS CONFERENCE



© Boston University Model United Nations
2023

A Boston University International Affairs
Association Conference | www.buiaa.org |

[Contact](#) | [FAQs](#)





[HOME](#)

[REGISTER](#)

[STAFF](#)

[COMMITTEES](#)

[PORTALS](#)

[ABOUT](#)

SCHEDULE

CONFERENCE SCHEDULE

All times in EST.

Please pay attention to the block sessions as they rotate!

Friday, February 10:

9:00 am-4:00 pm: School Registration

4:00 pm-6:00 pm: How to MUN (GA/ECOSOC or Crisis) and Boston University Student Panel

6:45 pm-7:45 pm: Opening Ceremony

8:00 pm-10:30 pm: Bloc A Committee Session I

8:00 pm-10:40 pm: Bloc B Committee Session I

8:00 pm-10:50 pm: Bloc C Committee Session I

8:30 pm-9:30 pm: Advisor Reception and Feedback

11:15 pm-12:00 am: Bingo

12:15 am: Delegate Curfew

12:45 am-2:15 am: Midnight Crisis (delegates will be gathered at 12:15 am)

Saturday, February 11:

9:00 am-12:00 pm: Bloc C Committee Session II*

9:00 am-12:10 pm: Bloc B Committee Session II*

9:00 am-12:20 pm: Bloc A Committee Session II*

9:30-10:30 Advisor Feedback

12:00 pm-2:00 pm: Lunch Break and Opportunities Fair

2:00 pm-4:30 pm: Bloc C Committee Session III

2:10 pm-4:40 pm: Bloc B Committee Session III

2:20 pm-4:50 pm: Bloc A Committee Session III

4:30 pm-5:30 pm: Small Break

5:30 pm-8:00 pm: Bloc C Committee Session IV

5:40 pm-8:10 pm: Bloc B Committee Session IV

5:50 pm-8:20 pm: Bloc A Committee Session IV

8:00 pm: Dinner Break

10:15pm-12am: Delegate Social Event

12:30am: Delegate Curfew

*The midnight crisis committees will have a beginning time that is 1.5 hours later than this starting time so 10:30 am

Sunday, February 12:

9:00 am-11:00 am: Bloc B Committee Session V

9:10 am-11:10 am: Bloc A Committee Session V

9:20 am-11:20 am: Bloc C Committee Session V

9:30 am-10:30 am: Advisor Feedback

11:00 am-11:45 am: Break

11:45 am: Doors open for closing ceremonies

12:00 pm-1:30 pm: Closing Ceremony

BOSTON UNIVERSITY MODEL UNITED NATIONS CONFERENCE



© Boston University Model United Nations
2023

A Boston University International Affairs
Association Conference | www.buiaa.org |
[Contact](#) | [FAQs](#)





[HOME](#)

[REGISTER](#)

[STAFF](#)

[COMMITTEES](#)

[PORTALS](#)

[ABOUT](#)

FREQUENTLY ASKED QUESTIONS

• EVENT DETAILS

WHAT IS THE DRESS CODE?

Throughout BosMUN, delegates are required to wear Western Business Attire. During the Sunday morning committee session, delegates are permitted to wear the BosMUN shirt if they purchased one. Delegates are also permitted to wear casual, but appropriate, clothing to all the social events BosMUN hosts.

IS FOOD PROVIDED?

While BosMUN does not cater any meals, dinner breaks are provided on both Friday and Saturday nights. Delegates are encouraged to try some of the numerous establishments in the Prudential Center, on Newbury Street, or within the Marriott Copley itself.

WHERE SHOULD WE EAT?

The Boston Marriott Copley is located in the heart of Boston, and is just a short walk from Newbury Street, which has numerous dining options. Dining options and prices may vary, and include everything from quick options like coffee shops and fast food to elegant, sit-down dinners.

IS STAYING IN THE MARRIOTT COPLEY HOTEL MANDATORY?

We highly recommend that delegations choose accommodations within the Marriott Copley especially as it allows delegates to participate in the midnight crisis committees. Delegations can register for rooms at a reduced rate through the BosMUN room block, and all conference affairs throughout the weekend will be run in and around the Marriott Copley.

WHAT IS THE AVERAGE SIZE OF COMMITTEE?

Crisis: 20

Specialized: 35

ECOSOC: 75

GA: 100

WHAT IS THE DIFFERENCE BETWEEN A SMALL AND LARGE DELEGATION AT BOSMUN?

Once registration closes, we find the median number of delegates per delegation. Every delegation below that number is classified as a small delegation and every delegation above that number is classified as a large delegation. However, on average, a small delegation is considered to have 12 or less delegates while a large delegation is considered to have 13 or more delegates.

• COVID-19 POLICY

WHAT IS BOSMUN'S CURRENT COVID-19 POLICY?

As of now, we are planning for BosMUN XXII to be mask optional. However, the full policy will be published on our website as we near the date of the conference in accordance with the CDC and Boston University's policies.

CAN I ATTEND BOSMUN WITHOUT AN ADVISOR?

No. All delegates need to be accompanied by a chaperone who is 21 years old or older. Single delegates must still attend with a chaperone and all schools who register must bring along an advisor. As BosMUN caters to high school students, this rule includes delegates that may be age 18 or older.

ARE POSITION PAPERS MANDATORY?

At BosMUN, each committee requires a position paper per topic. Position papers should be emailed to the delegate's respective chair by February 1st. For more information on how to write position papers or to see a sample paper, please consult our "Delegate Resource Portal" on the BosMUN website. The password for the portal has been emailed to all advisors and you can always email us to ask for it.

DO YOU USE THE NOTEPAD SYSTEM?

The notepad system will be utilized in crisis committees and a select few crisis-heavy Specialized committees. Two notebooks will be provided to each delegate in these committees by us.

IS TECHNOLOGY ALLOWED?

Yes. Technology will be utilized in all General Assembly, ECOSOC, and some Specialized committees to draft, write, and present resolutions.

• FEES, DEADLINES, AND REFUNDS

Please refer to our [Conference Fees & Costs](#) and [Refund Policy](#) documents.

WHO SHOULD I MAKE THE CHECK OUT TO?

Boston University International Affairs Association

C/O BosMUN XXII

PO Box 15013,

Boston, MA 02215

BOSMUN XXII MERCHANDISE

TBA.

BOSTON UNIVERSITY MODEL UNITED NATIONS CONFERENCE



© Boston University Model United Nations
2023

A Boston University International Affairs
Association Conference | www.buiaa.org |
[Contact](#) | [FAQs](#)





[HOME](#)

[REGISTER](#)

[STAFF](#)

[COMMITTEES](#)

[PORTALS](#)

[ABOUT](#)

OUR VENUE



BOSMUN XXII WILL BE HELD IN THE RENOWNED BOSTON MARRIOTT COPLEY PLACE

BosMUN XXII is thrilled to continue its relationship with the Boston Marriott Copley Place, where it relocated to for BosMUN XIX. Located in the heart of Downtown Boston, the hotel is mere minutes away from a multitude of Boston attractions, including the Prudential Center and Newbury Street. With easy access to public

transportation, the entire city can be taken advantage of, including the historic Freedom Trail, Faneuil Hall, Quincy Market, and Boston Common. The hotel completed extensive renovations to its conference rooms in 2015, making it a beautiful space to work in and collaborate. The hotel offers newly upgraded bedrooms and suites, along with a variety of dining options in the immediate area.

[Find more information here.](#)

110 Huntington Ave

Boston, MA 02116

For questions about the hotel please contact:

Faisal Ahmed at dg@bosmun.org

BOSTON UNIVERSITY MODEL UNITED NATIONS CONFERENCE



© Boston University Model United Nations
2023

A Boston University International Affairs
Association Conference | www.buiaa.org |
[Contact](#) | [FAQs](#)



ITEM TITLE: Approval of Field Trip: 2023 CADCA Conference
DATE: 1/9/2023
ITEM TYPE: Action
ITEM SUMMARY:
BACKGROUND INFORMATION:
RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
CADCA Field Trip Information	CADCA_2023_- _School_Committee_(PDF).pdf	Cover Memo
CADCA Conference	Scan_CADCA_Conference.pdf	Cover Memo

OFFICE OF THE
BOARD OF HEALTH
Natick Health Department
13 East Central Street
Natick, MA 01760

Phone 508-647-6460 Fax 508-647-6460 www.natickma.gov

Date: December 28, 2022
To: Natick School Committee
Re: 2023 CADCA Conference

Elizabeth Chalfin
Associate Project Coordinator & NATI Advisor
Natick 180 Coalition/Natick Health Department
508-647-1415
echalfin@natickma.org
www.Natick180.org

The Natick 180 Coalition is planning to take Natick High School students who are part of the Natick Above the Influence (NATI) group to the [2023 Community Anti-Drug Coalitions of America \(CADCA\) Forum](#) at the Gaylord Hotel in National Harbor, Maryland. Participating students will miss three days of school. Both Dr. Nolin and Mr. Hoyer were consulted in selecting this trip and approving travel for three students who are in good academic standing. Three NATI students who are interested in attending the CADCA Forum and are in good academic standing have already applied to attend and have been identified as good candidates for this trip. The students as well as their parents/caregivers have been provided with information regarding trip details. A Natick Public Schools permission slip and other necessary information will be sent to the parents/caregivers of all students selected to attend the conference in early 2023.

BACKGROUND: The **Natick 180 Coalition** is a community organization that works to prevent and reduce substance use in Natick. Coalition partners include the health department, the police and fire departments, Natick Public Schools, parents/caregivers, local non-profit organizations, and more. Youth members are also a key part of the Coalition and meet together weekly in their own peer leadership group at Natick High School called Natick Above the Influence (NATI). We anticipate there being three NATI members who attend the 2023 CADCA Leadership Forum, chaperoned by three Natick Health Department staff members, Katie Sugarman, Astrid Dretler, and Elizabeth Chalfin, as well as one Natick High School staff member Annette Ziegler.

Community Anti-Drug Coalitions of America (CADCA) is a nonprofit organization that is committed to creating safe, healthy and drug-free communities globally. This is accomplished by providing technical assistance and training, public policy advocacy, media strategies and marketing programs, and training and special events. One of those trainings is the National Leadership Forum, which happens annually in National Harbor, Maryland. Youth who are part of coalitions have the opportunity to attend the forum where they participate in youth centered conference sessions and educate policymakers in Congress about the importance of substance misuse and misuse prevention.

ITINERARY: Students will meet on Tuesday, January 31st at Natick High School and take a shuttle to Boston Logan Airport with the trip chaperones. Once we arrive in Washington, D.C., a prearranged shuttle will take the students and chaperones to the Gaylord Hotel at National Harbor, where students will attend conference sessions. Wednesday, February 1st is the Capitol Hill Day, where students have the opportunity to meet Natick's congressional delegation and/or their key staffers to talk to them about the importance of substance use prevention work in the Natick community and what NATI hopes to

accomplish with their support. On Thursday, February 2nd, students will be able to attend some morning training sessions before students and chaperones head back to Boston. All ground and air transportation details, including departure and arrival times, flight numbers, etc. will be shared with NATI participants and their parents/caregivers. The full schedule of events can be found [here](#).

FLIGHTS:

Tuesday, January 31, 2023 FROM: Boston Logan TO: Ronald Reagan Washington National
Via JetBlue Airways (flight 1555)
Depart: 8:00 am from Boston Arrive: 9:46 am in D.C.

Thursday, February 2nd, 2023 FROM: Ronald Reagan Washington National TO: Boston Logan
Via JetBlue Airways (flight 1254)
Depart: 3:30 pm from D.C. Arrive: 5:04 pm in Boston

HOTEL:

We will be staying at the Hyatt Place National Harbor located at 123 Waterfront Street, Oxon Hill, MD, 20745, which is only a few minutes walk from the Gaylord Hotel where the conference is happening. All chaperone and student hotel rooms will be located near each other. Each chaperone will be staying in their own room, the two female students will be sharing a room with two beds, and the one male student will have their own room.

SAFETY AND COMMUNICATION CONSIDERATIONS: Safety of NATI students is the highest priority throughout this trip. All participating students and chaperones will be expected to be in a group text in order to ensure that clear communication is relayed to the entire group at all times. If a student does not have access to a cell phone to bring with them on the trip, steps will be taken to ensure that they are accompanied at all times by a fellow student or a chaperone who has a cell phone.

National Harbor is across the Potomac from Washington, DC and contains many shops and restaurants. While students will be allowed to move about the hotel property and walk to nearby shops and restaurants without chaperones, they will be expected to travel with at least one peer at all times in order to ensure everyone's safety, and they must communicate to a chaperone if they plan on leaving the hotel property for any reason. All chaperones have passed Town of Natick CORI checks (Katie Sugarman and Astrid Dretler, both of whom have attended this conference with students in the past, are in the process of renewing their CORI checks). All chaperones have been approved by Natick Public Schools to attend this conference with the NATI students.

Additionally, chaperones will create a group text for all of the participating students' parents/caregivers and will send several updates each day about the group's activities. This will include travel notifications about arrivals and departures, as well as occasional photos and information about conference events and activities. If a parent or caregiver does not want to be on this group thread or does not approve of their child's photo being included in these group texts, they must notify Katie Sugarman or Elizabeth Chalfin at (508) 647-6623.

All questions regarding the trip can be directed to Katie Sugarman (csugarman@natickma.org) or Elizabeth Chalfin (echalfin@natickma.org), (508) 647-6623.

Exhibits
Schedule
FAQs

33rd ANNUAL NATIONAL LEADERSHIP
FORUM
& SAMHSA's 19th Annual Prevention Day

January 30–
February 2, 2023
Gaylord National
National Harbor, MD

CFPs/Ideas Fair

SAMHSA's Prevention Day

Registration

Hotel/Travel

Capitol Hill Day

Scholarships

Youth Leadership

Every Day
CADCA
Trains



Dr. Rahul Gupta
 Director, Office of National Drug Control Policy (ONDCP)
 Featured Speaker

Roger Krone
 Chairman & Chief Executive Officer of Leidos
 National Leadership Award



Kirk Lane
 Arkansas Drug Director | CADCA Board Member
 Opening Plenary Speaker

General Rick Lynch
 CEO & President, R Lynch Enterprises, LLC | Retired Army General
 Membership Breakfast Keynote



Beth Macy
 New York Times Best Selling Author
 National Newsmaker of the Year

Anne Milgram
 DEA Administrator
 Featured Keynote Speaker



Info for Natick Above the Influence (NATI) students & parents/caregivers

Community Anti-Drug Coalitions of America (CADCA) National Leadership Forum

BACKGROUND: The **Natick 180 Coalition** is a community organization that works to prevent and reduce substance use in Natick. Coalition partners include the health department, the police and fire departments, Natick Public Schools, parents/caregivers, local non-profit organizations, and more. Youth members are also a key part of the Coalition and meet together weekly in their own peer leadership group at Natick High School called Natick Above the Influence (NATI). We anticipate there being three NATI members who attend the [2023 CADCA Leadership Forum](#), chaperoned by three Natick Health Department staff members, Katie Sugarman, Astrid Dretler, and Elizabeth Chalfin, as well as one Natick High School staff member Annette Ziegler. All students invited to attend this trip must be in good academic standing and understand that they are responsible for making up the three days of school they will miss while at the conference.

Community Anti-Drug Coalitions of America (CADCA) is a nonprofit organization that is committed to creating safe, healthy and drug-free communities globally. This is accomplished by providing technical assistance and training, public policy advocacy, media strategies and marketing programs, and training and special events. One of those trainings is the National Leadership Forum, which happens annually in National Harbor, Maryland. Youth who are part of coalitions have the opportunity to attend the forum where they participate in youth centered conference sessions and educate policymakers in Congress about the importance of substance misuse and misuse prevention.

ITINERARY:

Students will meet at about 5:00 am on Tuesday, January 31st at Natick High School and take a shuttle to Boston Logan Airport with the trip chaperones. Once we arrive in Washington, D.C., a prearranged shuttle will take the students and chaperones to the Gaylord Hotel at National Harbor, where students will attend conference sessions. Students will have the chance to attend training sessions, where they can learn among other teens from around the country about effective strategies for youth coalition work around the topic of substances. The day wraps up around 5:00 pm.

Wednesday, February 1st, is the Capitol Hill Day, where students have the opportunity to meet Natick's congressional delegation and/or their key staffers to talk to them about the importance of substance use prevention work in the Natick community and what NATI hopes to accomplish with their support. In the evening, there is a Youth Networking session, which is a nice opportunity for students to meet other youth doing similar work across the United States.

On Thursday, February 2nd, students will be able to attend some morning training sessions before students and chaperones head back to Boston. Several ground and air transportation details are available below. As additional travel details are confirmed, they will be shared with NATI participants and their parents/caregivers. The full schedule of conference events can be found [here](#).

FLIGHTS:

Tuesday, January 31, 2023 FROM: Boston Logan TO: Ronald Reagan Washington National
Via JetBlue Airways (flight 1555)

Depart: 8:00 am from Boston Arrive: 9:46 am in D.C.

Thursday, February 2nd, 2023 FROM: Ronald Reagan Washington National TO: Boston Logan
Via JetBlue Airways (flight 1254)
Depart: 3:30 pm from D.C. Arrive: 5:04 pm in Boston

HOTEL:

We will be staying at the Hyatt Place National Harbor located at 123 Waterfront Street, Oxon Hill, MD, 20745, which is only a few minutes walk from the Gaylord Hotel where the conference is happening. All chaperone and student hotel rooms will be located near each other. Each chaperone will be staying in their own room, the two female students will be sharing a room with two beds, and the one male student will have their own room.

COST:

The Natick 180 coalition is covering the costs of conference registration and the hotel. Students are expected to cover the cost of the flight (about \$200 per student) and food for the three days that they will be attending the conference. A continental breakfast is provided by the conference each day, but lunch and dinner are not. We estimate that you should budget about **\$50 PER DAY for food** (a total of \$150). You are also responsible for any souvenirs you'd like to purchase and incidentals related to the trip. If you have any financial concerns about the cost, please contact Elizabeth Chalfin at 508-647-6623 or echalfin@natickma.org.

SAFETY AND COMMUNICATION CONSIDERATIONS:

Safety of NATI students is the highest priority throughout this trip. All participating students and chaperones will be expected to be in a group text in order to ensure that clear communication is relayed to the entire group at all times. If a student does not have access to a cell phone to bring with them on the trip, steps will be taken to ensure that they are accompanied at all times by a fellow student or a chaperone who has a cell phone.

National Harbor is across the Potomac from Washington, DC and contains many shops and restaurants. While students will be allowed to move about the hotel property and walk to nearby shops and restaurants without chaperones, they will be expected to travel with at least one peer at all times in order to ensure everyone's safety, and they must communicate to a chaperone if they plan on leaving the hotel property for any reason. All chaperones have passed Town of Natick CORI checks (Katie Sugarman and Astrid Dretler, both of whom have attended this conference with students in the past, are in the process of renewing their CORI checks). All chaperones have been approved by Natick Public Schools to attend this conference with the NATI students.

Additionally, chaperones will create a group text for all of the participating students' parents/caregivers and will send several updates each day about the group's activities. This will include travel notifications about arrivals and departures, as well as occasional photos and information about conference events and activities. If a parent or caregiver does not want to be on this group thread or does not approve of their child's photo being included in these group texts, they must notify Katie Sugarman or Elizabeth Chalfin at (508) 647-6623.

If you have any further questions about details regarding the CADCA trip, do not hesitate to reach out to Katie Sugarman (csugarman@natickma.org) or Elizabeth Chalfin (echalfin@natickma.org), (508) 647-6623. We are really looking forward to bringing students on this trip!

To acknowledge that you and your parent/caregiver have read this information sheet, please print and sign your name below.

Student Print Name and Signature

Date

Parent Print Name and Signature

Date

Natick Above the Influence (NATI)
Community Anti-Drug Coalitions of America (CADCA) National Leadership Forum
Application

Final decisions for trip attendance will be made on the basis of an in-person interview following the submission of this paper application.

<https://www.cadca.org/forum2023>

Register by Dec 7th 2022 at 11:59 PM

Name: _____

Current Grade (circle one): 9 10 11 12

When did you join NATI? If possible, list month and year: _____

Why would you like to represent NATI at the CADCA Annual National Leadership Forum?:

Is there a skill or specific information that you would like to bring back to NATI if you attended the leadership forum? If so, why do you think this would be important to the future of the NATI group?:

How would you share this skill or specific information with other youth in the community?

What component of this conference are you most excited about?

Do you understand that it is your responsibility to make up any classes or school assignments that you miss while away at the CADCA conference?

Student Print Name and Signature

Date

Parent Print Name and Signature

Date

Natick Above the Influence (NATI) Student Agreement Form
Community Anti-Drug Coalitions of America (CADCA) National Leadership Forum
January 31st - February 2nd 2023 | National Harbor, MD

CADCA is a nonprofit organization that is committed to creating safe, healthy and drug-free communities globally. This is accomplished by providing technical assistance and training, public policy advocacy, media strategies and marketing programs, and training and special events. One of these trainings is the National Leadership Forum, which happens annually in National Harbor, Maryland. Youth that are a part of coalitions have the opportunity to attend the forum where they participate in youth centered sessions and educate policymakers in Congress about the importance of substance use and misuse prevention.

By attending the CADCA National Leadership Forum, I understand that...

1. I will be missing three days of school. I will communicate with my teachers and make up any missed work, tests, or quizzes.
2. It is my responsibility to follow the directions and rules that are set by the Natick High School Student Handbook and the chaperones of the trip. Failure to do so may result in disciplinary action by NHS Administration.
3. I represent both Natick High School and Natick Above the Influence (NATI) on this trip and I will take every step to carry myself with respect.
4. The trip chaperones will be in regular communication with my parents/caregivers with updates on events and activities associated with the trip.
5. I will collaborate with my fellow NATI Members who attended the Leadership Forum to plan a presentation to my peers and to members of the Natick 180 coalition upon our return.
6. That the costs associated with my lodging and registration at this conference will be provided by the Natick 180 coalition and that it is my responsibility to pay for my own transportation (flights) and meals.
7. Participants on the trip may have the opportunity to interact with elected officials and their staff and it is my responsibility to interact with all individuals on this trip, including those elected officials and their staff, with dignity and respect, regardless of political affiliation.

Student Print Name and Signature

Date

Parent Print Name and Signature

Date



**NATICK HIGH SCHOOL FIELD TRIP |
PARENTAL/STUDENT CONSENT RELEASE
FROM LIABILITY & INDEMNITY AGREEMENT**

Revised, June, 2022

I, the undersigned parent/guardian/legal representative of (Student's name) _____, a minor, do hereby consent to his/her participation in Natick Public Schools voluntary field trip (stated here) CADCA Conference and in consideration of his/her being permitted to so participate, I, on behalf of myself/my heirs, my agents and my representatives, and on behalf of (Student's name) _____, do forever RELEASE, acquit, discharge, and covenant to hold harmless, the Town of Natick, and its boards, commissions, committees, officers, employees, servants, agents and representatives, from and against any claims, demands, causes of action, charges, lawsuits, loss of services, compensation, costs, including without limitation attorney's fees, damages and/or liability of any kind, in any way arising out of or resulting from, directly or indirectly, all known or unknown personal injuries or property damage or death, which I may now have or hereafter have as the parent/guardian/legal representative of said minor, as well as any claims, demands, causes of action, charges, lawsuits, loss of services, compensation, costs, including without limitation attorney's fees, damages and/or liability of any kind, which said minor has or hereafter may acquire, either before or after he/she reaches the age of majority, in any way arising out of or resulting from, directly or indirectly, his/her participation in Natick Public Schools voluntary extracurricular activity programs.

In addition, I, as parent/guardian/legal representative of said minor, agree to indemnify and hold harmless the Town of Natick, and its boards, commissions, committees, officers, employees, servants, agents and representatives, "Natick and its personnel", in the event that any claim, charge, action or lawsuit is brought against Natick and/or its personnel, which is in any way arising out of or resulting from, directly or indirectly, said minor's participation in Natick Public Schools voluntary extracurricular programs. I further agree to indemnify, hold harmless, reimburse and make good "Natick and its personnel", for any judgment, costs, including without limitation attorney's fees, expenses, charges and damages of any kind which Natick and/or its personnel is required to pay as a result of any act or omission of said minor or any parent, guardian or legal representative of said minor with respect to his/her participation in Natick Public Schools voluntary extra-curricular program.

I give my permission for my son/daughter to participate in the field trip at NATICK HIGH SCHOOL for the **2022-2023** school year. I have read the rules and regulations contained in the Student Handbook, including the Anti-Hazing Law and discipline code. My son/daughter and I agree to abide by these regulations, including all school rules and act in a safe and orderly manner at all times of this trip. Students are also expected to follow all reasonable requests of the chaperone(s).

Teachers Provide the Following Information:

Lead Teacher: Elizabeth Chalfin, Katie Sugarman, Astrid Dretler, and Annette Ziegler Date of Trip: Tuesday January 31, 2023 to Thursday February 2, 2023

Student Name: _____ Address: _____ Home Phone: _____

Destination: CADCA Conference - Gaylord Hotel in National Harbor, MD Address of Destination: Hotel Reservation - Hyatt Place National Harbor 123 Waterfront Street, Oxon Hill, MD

Departing From: NHS (via bus) to Boston Logan Airport Time of Departure: From NHS - 5:00 AM; JetBlue flight at 8:00 AM
Time of Return: JetBlue flight from Washington, DC departs at 3:30 PM and arrives in Boston at 5:04 PM. Bus to NHS estimated arrival time is around 6:00 PM

Returning To: Natick High School Cost of Trip: approximately \$300 (flights, food, and discretionary items)
Mode of Transportation: Bus (to from airport), JetBlue airplane, and Uber/Lyft while in DC

Parents Provide the Following Information:

Parent/Guardian Name: _____ Parent/Guardian Phone #: _____

Medications: _____ Known Allergies: _____

Pertinent Medical Information: _____ Name & Phone # of Student's Dr. : _____

Name of person to be called in event parent cannot be reached: _____

If trip includes an overnight stay please include student's insurance information.

Insurance Carrier: _____ Policy Subscriber's Name: _____ Policy #: _____

Signature of Parent/Guardian/Representative: _____ Date: _____

My signature above signifies my giving permission and authority to the field trip chaperones to seek medical attention for my child in the event of an emergency. Furthermore, I agree to release and hold harmless the Natick Public Schools and its employees and volunteers from any and against any and all liability, loss, damages, claims, or actions, in accordance with current local, state and federal law, which I and/or my child may have arising out of my child's participation in this trip. Also, I understand that my child is expected to follow all school rules and act in a safe and orderly manner at all times on this trip, and is expected to follow all reasonable requests of the chaperones.

Signature of Student if over 18 years of age: _____ Date: _____

My signature above signifies that I agree to release and hold harmless the Natick Public Schools and its employees and volunteers from any and against any and all liability, loss, damages, claims, or actions, in accordance with current local, state and federal law, arising out of my participation in this trip. Also, I understand that I am expected to follow all school rules and act in a safe and orderly manner at all times of this trip, and am expected to follow all reasonable requests of the chaperones.

The Natick Public Schools does not discriminate on the basis of race, color, sex, religion, national origin, sexual orientation or disability.

School Sponsored Field Trip Request Form Out of State Travel ONLY

Attach itinerary, student lists (if known), hotel information, chaperone sign-off forms, waiver requests, etc. to the completed request form and send to the Principal's office. If you will just be submitting the one request form, you may return it by email.

Submit to the principal's office no later than the Wednesday before the Natick High School Committee is to meet. Overseas trip requests must be submitted and also approved in advance of any marketing to the students.

The lead teacher or an adult representative from your trip must appear at the School Committee meeting to present the request. You will be notified of the date of this meeting.

To: Dr. Anna Nolin, Superintendent and Jason Hoye, NHS Principal
From: Elizabeth Chalfin, Natick Health Department/Natick 180
Date: December 27, 2022
Re: CADCA Conference Field Trip to Washington, DC

I would like to request School Committee Approval for the following over night / out-of state trip:

Lead teacher's name: Elizabeth Chalfin, Katie Sugarman, & Astrid Dretler (Natick Health Department) and Annette Ziegler (Natick High School social worker)

Group: Natick Above The Influence Club Members (3 total students)

Destination and also Itinerary:

CADCA's 33rd Annual National Leadership [Forum](#) at the Gaylord in National Harbor, MD.

Flights: JetBlue Boston to Washington, DC (January 31, 2023 at 8:00 AM) and Washington, DC to Boston (February 2, 2023 at 3:30 PM)

Hotel: Hyatt Place National Harbor

Date of trip: Tuesday, January 31, 2023 to Thursday, February 2, 2023

Transportation: NHS bus to airport, airplane (JetBlue), and Uber/Lyft while in Washington, DC

Mode of transportation requested: bus, airplane, and ride share services

Method of payment (fundraising, etc.):

Natick Health Department Natick 180 Coalition funds from the Drug Free Communities (DFC) grant as well as student/family out of pocket payments

Names of chaperones:

Elizabeth Chalfin, Katie Sugarman, Astrid Dretler, and Annette Ziegler

Estimated Cost of trip per student:

Students/families are only responsible for paying the price of their flight (approximately \$200 per student), some meals (lunch/dinner), and any additional discretionary items which they choose to purchase. The total estimated cost of this trip to students/families is no more than \$300 per student.

Please state the purpose of the this trip:

Community Anti-Drug Coalitions of America (CADCA) is a nonprofit organization that is committed to creating safe, healthy and drug-free communities globally. During this leadership forum, youth who are part of coalitions have the opportunity to educate policymakers in Congress about the importance of substance misuse prevention. During this conference students can attend specific youth leadership sessions, listen to experts in

the substance use prevention field, and visit Capitol Hill to meet with members of Congress. More information about the conference can be found at www.cadca.org/forum2023.

I support this request and thank you for your consideration.

Sincerely,
Elizabeth Chalfin and Katie Sugarman
Natick 180 Staff

I have attached all relevant forms necessary to submit this request.

Revised June, 2022



Natick High School

Chaperone Information Form

Overnight & Out of State Field Trips

This form must be completed in advance and attached to the Out of State Travel / Overnight Form as you submit your request for travel to the principal. All chaperones traveling on any Natick High School trip must sign this form. Requests for travel will not be sent to School Committee without these forms attached.

Trip Lead Chaperone: Elizabeth Chalfin (adult chaperone)
echalfin@natickma.org (508) 654-8186
Emergency Contact: David Abrahamson (781) 264-5685

Trip destination and travel dates:
Tuesday, January 31, 2023 to Thursday, February 2, 2023
CADCA Conference at the Gaylord Hotel in National Harbor, MD. We will be staying at the Hyatt Place National Harbor 123 Waterfront Street, Oxon Hill, MD.

Chaperone name: Katie Sugarman (adult chaperone)
ksugarman@natickma.org (617) 877-1014
Emergency Contact: Scott Sugarman (617) 827-4575

Astrid Dretler (adult chaperone)
adretler@natickma.org (508) 733-5166
Emergency Contact: Dan Dretler (508) 654-8987

Annette Ziegler (adult chaperone)
anziegler@natickps.org (508) 361-6212
Emergency Contact: Larry Ziegler (508) 361-6216

CORI Check complete (if non staff chaperone): **Submitting CORI documents for Katie Sugarman and Astrid Dretler. Other chaperones have a current CORI on file.**

Chaperone Sign-off

(All chaperones must sign off prior to departure)

Natick Public Schools requires that all chaperones on school sponsored trips be available to students for the duration of the trip and 24 hours a day. Chaperones will act as guardians and make all decisions for the benefit and safety of the students throughout the trip. Natick Public Schools does not permit any member of any Natick High School trip to consume alcohol or use any non-prescription drugs while on any school-sponsored field trip.

33rd ANNUAL NATIONAL LEADERSHIP

FORUM

& SAMHSA'S 19TH ANNUAL PREVENTION DAY


January 30–February 2, 2023

Gaylord National • National Harbor, MD

#CADCAForum

TOGETHER TOWARD TOMORROW

Preliminary Program

Every Day
 CADCA
Trains

TOGETHER TOWARD TOMORROW

Together, our field has the power to create positive, lasting change that can transform our communities and ensure safe, healthy and drug-free futures for our youth. As the landscape of substance use challenges continues to shift and evolve, the need for up-to-date evidence-based research, resources and strategies are paramount to making progress toward our shared mission.

CADCA's 33rd Annual National Leadership Forum, in conjunction with SAMHSA's 19th Annual Prevention Day, will be your opportunity to collaborate, learn and speak with representatives about the issues your communities are facing. It's also an opportunity to celebrate your successes and share the strategies that have proven most effective for you!

By attending this premier training event – the largest event for community-based substance use and misuse prevention leaders – you will find yourself surrounded by passionate advocates and thought leaders eager to turn the tide in substance use trends for a brighter, safer tomorrow.



FORUM OFFERS:

- Training from top experts in the field
- Information, tools and strategies to take your prevention work to the next level
- The latest science, news and trends on substance misuse issues
- Connections to members of Congress on Capitol Hill Day
- The opportunity to network with thousands of advocates passionate about prevention
- Specialized youth leadership training
- The historic signs and modern attractions of our nation's capital

WHO SHOULD ATTEND?

- State & Local Coalition Leaders
- Coalition Members & Volunteers
- Prevention Specialists
- Substance Use & Mental Health Professionals
- Public Health Professionals
- Business Leaders
- Military & Military Families
- Parents
- Youth
- Educators
- Faith Leaders
- Researchers
- Treatment Providers
- Individuals in Recovery

DEADLINES:

December 13, 2022

Early Registration Rates

January 13, 2023

Sign up for Capitol Hill Day Meetings

January 17, 2023

Advance Registration Rates

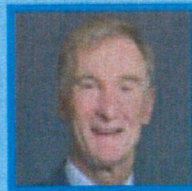
FEATURED SPEAKERS



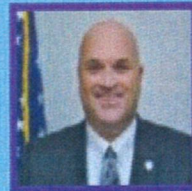
Anne Milgram
DEA Administrator
Featured Keynote Speaker



Dr. Rahul Gupta
Director, ONDCP
Featured Speaker



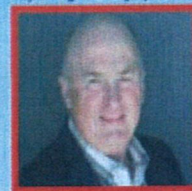
Roger Krone
Chairman & CEO of Leidos
National Leadership Award



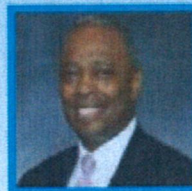
Kirk Lane
Arkansas Drug Director
CADCA Board Member
Opening Plenary Speaker



Beth Macy
NY Times Best Selling Author
National Newsmaker of the Year



General Rick Lynch
CEO & President,
R Lynch Enterprises, LLC
Retired Army General
Membership Breakfast Keynote



General Barrye L. Price, Ph.D.
President & CEO of CADCA
Opening Plenary Speaker



SCHEDULE OF EVENTS

Sunday, January 29

3 - 7 pm

Registration Open

Monday, January 30

7 am - 5:30 pm

8:30 am - 4:30 pm

5 - 6:30 pm

8 - 9:30 pm

Registration Open

SAMHSA's 19th Prevention Day

Opening Reception | Exhibits Open | Coalitions Idea Fair

Youth Meet & Greet (*Open to All Youth*)

Tuesday, January 31

7 am - 5:30 pm

7:30 - 8:15 am

7:30 am - 4 pm

8:30 - 11 am

11 - 11:30 am

11:30 am - 12:45 pm

12:45 - 2:15 pm

2:15 pm - 3:30 pm

3:30 - 4 pm

4 - 5:15 pm

5:30 - 7 pm

Registration Open

Continental Breakfast | Coalitions Ideas Fair

Exhibits Open

National Leadership Plenary | Coalition Academy Graduation |

Blue Ribbon Awards

Networking Break

Training Sessions

Lunch Break (*On Your Own*)

Adult & Youth Training Sessions

Networking Break

Training Sessions | DFC Meet & Greet

State & Territory Meetings

Wednesday, February 1

7 am - 3 pm

7:30 - 8:15 am

7 am - 3 pm

8:30 - 10:30 am

10:45 am - noon

10:45 am - 6 pm

Noon - 1:30 pm

1:30 - 2:45 pm

8 - 9:30 pm

Registration Open

Networking Breakfast | Coalitions Ideas Fair

Exhibits Open

Capitol Hill Day Plenary & Legislative Update

Training Sessions

Capitol Hill Day Appointments

Lunch (*On Your Own*)

Training Sessions

Youth Networking

Thursday, February 2

7 am - 12 pm

7:30 - 8:45 am

9 - 10:15 am

10:15 - 10:45 am

10:45 am - noon

12:30 - 2:30 pm

Registration Open

Membership Breakfast (*Open to all*)

Training Sessions

Networking Break

Training Sessions

National Leadership Awards Closing Plenary

Friday, February 3

8 am - 4 pm

ONDCP DFC Applicant Workshop

Interested in becoming a CADCA Member?

Members receive discounts of \$200 or more off the registration rate.

Visit cadca.org/membership or call 703.706.0560 ext. 228 to join today!

NEW THIS YEAR:

Training sessions previously held after the National Leadership Awards

Luncheon on Thursday will now take place Wednesday afternoon.

SPECIAL EVENTS

SAMHSA's Annual Prevention Day

Monday, January 30 | 8:30 am - 4:30 pm

Mark your calendar to attend the Substance Abuse and Mental Health Services Administration (SAMHSA)'s 19th Annual Prevention Day! This exciting one-day event will convene on Monday, January 30, in conjunction with Forum. Providing an opportunity for communication and networking between prevention practitioners, community leaders, researchers and consumers in the behavioral health field, Prevention Day will feature SAMHSA's leadership to inform on SAMHSA's prevention priorities for the coming year. Other dynamic speakers will be featured to discuss evidence-based preventive interventions and findings from the latest developments in the areas of substance use and misuse prevention, treatment, recovery and mental illness.

Opening Reception & Coalitions Ideas Fair

Monday, January 30 | 5 - 6:30 pm

Be sure to stop by the Opening Reception and Coalition Ideas Fair, where you can network and meet CADCA staff, exhibitors and the many youth and coalition leaders who will be showcasing effective strategies and innovations. Don't miss this opportunity to gather useful resources and tools to take back to your own community!

National Leadership Plenary & Coalition Academy Graduation (Open to All)

Tuesday, January 31 | 8:30 - 11 am

The National Leadership Plenary is the official kick-off to CADCA's National Leadership Forum, which brings together top experts in the substance use prevention field. Make plans to attend the Coalition Academy Graduation and Blue Ribbon Awards to celebrate coalitions' accomplishments and outcomes this past year! During the graduation ceremony, over 150 community coalitions will be honored for completing the year-long intensive training program designed to increase the effectiveness of community leaders and the sustainability of substance misuse prevention coalitions.

National Leadership Awards Luncheon

Thursday, February 2 | 12:20 - 2:30 pm

Every year, CADCA celebrates prevention leadership and achievement at its Awards Luncheon. Join the celebration of excellence as CADCA presents its National Leadership Award (Leidos), National Newsmaker of the Year Award (Beth Macy) and others. Additional highlights include musical performances and an inspiring youth presentation.



CAPITOL HILL EVENTS

CADCA's Capitol Hill Day is one of the most exciting parts of the National Leadership Forum! It is your opportunity to meet with your members of Congress (two senators and one member of the House of Representatives) to discuss national substance use prevention policy priorities as well as substance use issues in your community.

To participate in Capitol Hill Day, you must be registered to attend all four days of Forum from January 30 - February 2, 2023, and you must have a Zoom account. For questions, contact CADCA's Public Policy team at publicpolicy@cadca.org.

Capitol Hill Day Plenary & Legislative Update

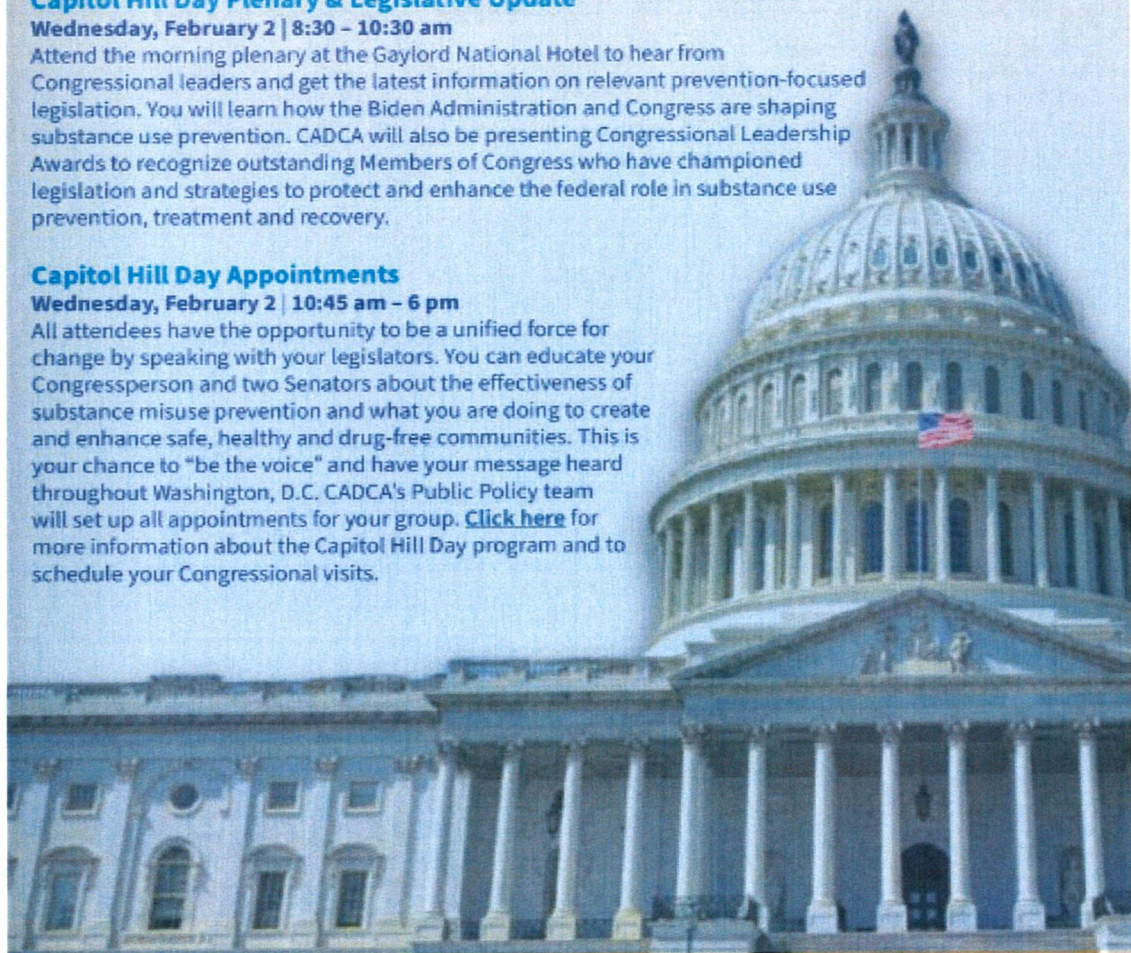
Wednesday, February 2 | 8:30 – 10:30 am

Attend the morning plenary at the Gaylord National Hotel to hear from Congressional leaders and get the latest information on relevant prevention-focused legislation. You will learn how the Biden Administration and Congress are shaping substance use prevention. CADCA will also be presenting Congressional Leadership Awards to recognize outstanding Members of Congress who have championed legislation and strategies to protect and enhance the federal role in substance use prevention, treatment and recovery.

Capitol Hill Day Appointments

Wednesday, February 2 | 10:45 am – 6 pm

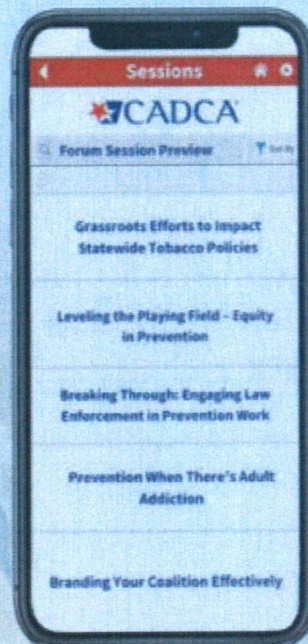
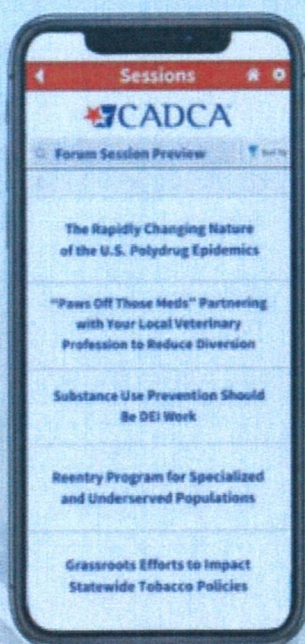
All attendees have the opportunity to be a unified force for change by speaking with your legislators. You can educate your Congressperson and two Senators about the effectiveness of substance misuse prevention and what you are doing to create and enhance safe, healthy and drug-free communities. This is your chance to "be the voice" and have your message heard throughout Washington, D.C. CADCA's Public Policy team will set up all appointments for your group. [Click here](#) for more information about the Capitol Hill Day program and to schedule your Congressional visits.



PROGRAM HIGHLIGHTS

As trends in substance use continue to shift, coalitions must adapt to new and recurring challenges their communities face with innovative strategies backed by evidence-based research. Training sessions this year will focus on how communities and the prevention field as a whole, can work together toward tomorrow. Training sessions (75 minutes in length) and Coalition Ideas Fair Poster Displays will address the latest research findings, cutting-edge program successes, lessons-learned and problems-solved in topical areas focused on:

- Evaluation and Research
- Coalition Leadership
- Sustainability
- Marketing and Communications
- Policy and Advocacy
- Cross Sector Collaboration
- What's Trending



YOUTH LEADERSHIP

CADCA's 33rd Annual National Leadership Forum is home to the CADCA Youth Leadership Initiative! Youth are an essential part of the coalition building process and bring critical insight to the trends occurring amongst their peers and community. By developing future leaders, CADCA works towards its mission of building the capacity of community coalitions.

CADCA has seen youth leaders accomplish great things in their communities. These outstanding youth have transformed local parks from risky places to family-friendly environments, changed local ordinances, testified at state hearings on powdered alcohol regulation and more. That is why CADCA will be offering two separate tracks to meet the needs of youth leaders from around the nation.



Breakout Session Track

The first track is an independent slate of topical and relevant breakout sessions for young leaders to learn about the latest advances in prevention science, coalition capacity building, sustainability, policy & advocacy, and best practices. The CADCA Youth Leadership sessions are singular interactive training sessions targeted to young coalition leaders who are looking to be more engaged in their coalitions. This track features experts from the field and other youth leaders training youth on personal and professional prevention development skills. Youth attendees will learn how to identify and address substance use issues in their community and amongst their peers, such as underage drinking, prescription drug misuse and marijuana use.

Key Essentials Express Track

The second track offered is a condensed version of our flagship "Key Essentials" training, which takes youth through the fundamentals of the Strategic Prevention Framework and inspires them to be change agents in their communities. This course trains young leaders through a peer-to-peer learning model on the fundamentals of the Strategic Prevention Framework (SPF) and how to be effective change agents. Upon the conclusion of Key Essentials, youth will be equipped and inspired to address substance misuse in their communities. Youth must attend every session in this track and it is recommended an adult advisor attend this track with youth from the coalition.

If you have any questions, please contact youth@cadca.org.



WORLD OF HYATT®



HYATT
PLACE®

NATIONAL HARBOR



BOOK NOW



EXPLORE OUR HOTEL



One of our highest priorities for welcoming guests and colleagues is doing it with your safety and wellbeing in mind. For specific travel requirements, see Hyatt's Global Care & Cleanliness Commitment here.

Live Chat

SKIP MAIN NAVIGATION



WORLD OF HYATT®

HYATT
PLACE®

NATIONAL HARBOR



OUR COMMITMENT TO CARE

We're committed to enhanced levels of cleanliness, as we reimagine the hotel experience.

[Learn more](#)

AMENITIES



Free Breakfast



Free Internet Access



On-Site Restaurant



Fitness Center



Pet Friendly



Business Services

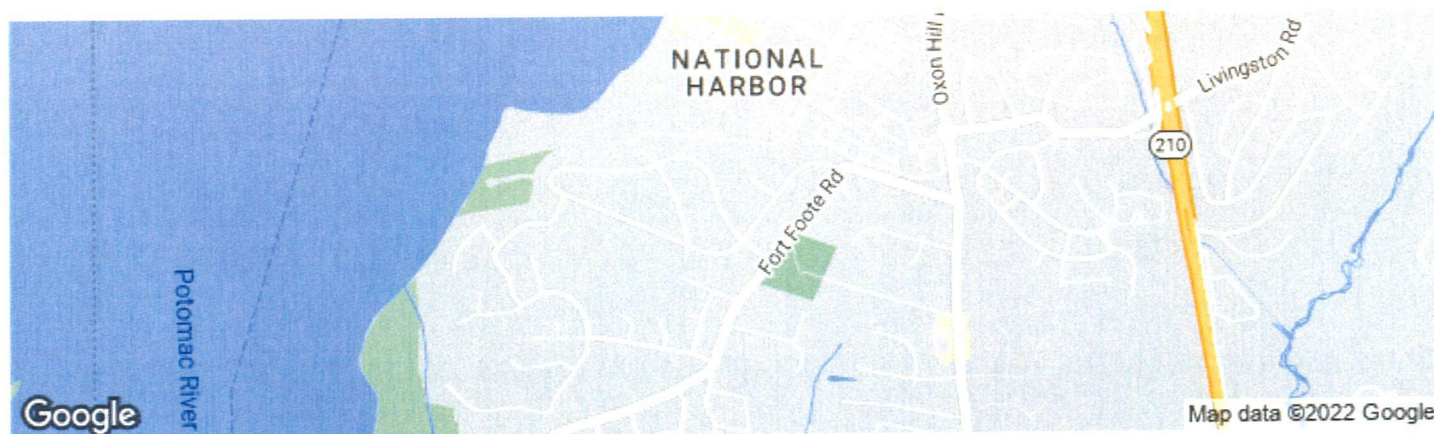
[SKIP MAIN NAVIGATION](#)



WORLD OF HYATT®

HYATT
PLACE®

NATIONAL HARBOR



MAP, PARKING + TRANSPORTATION

Address

123 Waterfront St.
National Harbor, Maryland, United States, 20745

Phone

+1 301 686 1120

Email

Ted.Fleurimond@hyatt.com

[VIEW DETAILS](#)[SKIP MAIN NAVIGATION](#)



WORLD OF HYATT®

HYATT
PLACE®

NATIONAL HARBOR



OUR HOTEL

HOTEL ACCESSIBILITY FEATURES

We are committed to providing equal access and opportunity for individuals with disabilities. The features also make our hotels more accessible for older individuals with changing abilities to ensure a seamless experience.

Our overall goal is to improve usability throughout the hotel for all guests.

[VIEW FEATURES](#) [FITNESS CENTER](#)[SKIP MAIN NAVIGATION](#)

ITEM TITLE:	Overview of Proposed FY24 Special Education/Circuit Breaker Budget
DATE:	1/9/2023
ITEM TYPE:	
ITEM SUMMARY:	LINK to documents LINK to Superintendent's presentation <i>Please note changes may be made to presentation up until the meeting time.</i>
BACKGROUND INFORMATION:	
RECOMMENDATION:	

ITEM TITLE:	Overview of Proposed FY24 Teaching, Learning & Innovation Budget
DATE:	1/9/2023
ITEM TYPE:	
ITEM SUMMARY:	LINK to documents LINK to Superintendent's presentation <i>Please note changes may be made to presentation up until the meeting time.</i>
BACKGROUND INFORMATION:	
RECOMMENDATION:	

ITEM TITLE:	Overview of Proposed FY24 Salary and Compensation
DATE:	1/9/2023
ITEM TYPE:	Report, Discussion
ITEM SUMMARY:	LINK to documents LINK to Superintendent's presentation <i>Please note changes may be made to presentation up until the meeting time.</i>
BACKGROUND INFORMATION:	
RECOMMENDATION:	

ITEM TITLE: Enrollment Update

DATE: 1/9/2023

ITEM TYPE: Report

ITEM SUMMARY:

LINK to Superintendent's presentation

Please note changes may be made to presentation up until the meeting time.

BACKGROUND

INFORMATION:

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
NESDEC 2022-2023 Enrollment Projection Report	NESDEC_202222_Natick_MA.pdf	Cover Memo
January 2023	NPS_Student_Enrollment_-_2023_01_January.pdf	Cover Memo



**Natick Public Schools
Natick, MA**

2022-23 Enrollment Projection Report

Table of Contents

Section	Page
Enrollment Summary.....	1
Historical Enrollment Table.....	2
Historical Enrollment Graph.....	3
Projected Enrollment Table.....	4
Projected Enrollment Graph.....	5
Historical & Projected Enrollment Graph.....	6
Historical & Projected Enrollment in Grade Combinations Line Graph.....	7
Historical & Projected Enrollment in Grade Combinations Stacked Column Graph.....	8
Birth to Kindergarten Relationship Graph.....	9
Additional Information	10
New England's PK-12 Enrollment Trends.....	11
Reliability and Use of this Document	12

Enrollment Summary

The global pandemic continues to influence our nation's public health and economic stability in unpredictable ways. As such, it is still too early to identify many of the factors that could impact school enrollments. Over the past school year, we have seen fluctuations in the real estate market and job trends, which have impacted student attendance patterns. Moreover, during the past school year, we have seen how school enrollment patterns can differ substantially from one district to another, with some districts losing students while others experience an influx of students.

We are pleased to send you this report displaying the past, present, and projected enrollments for the District. These ten-year projections are designed to provide the District with yearly, up-to-date enrollment information that can be used by boards and administrators for effective planning and allocation of resources. Included in this report are graphs representing historical and projected grade-by-grade enrollments, as well as historical and projected enrollments in grade combinations. We have received the figures given to us by the District, and we assume that the method of collecting the enrollment data has been consistent from year to year.

Enrollment projections are more reliable in Years #1-4 in the future and less reliable in the "out-years." Projections six to ten years out may serve as a guide to future enrollments and are useful for planning purposes. In light of this, NESDEC has added a "Second Semester Refresher" enrollment projection at no cost to affiliates. (For more information please refer to the Reliability and Use of This Document section.)

The NESDEC enrollment projection fell within 31 students of the K-12 total, 5,185 students projected vs. 5,216 enrolled.

Births decreased by -56, from a previous ten-year average of 433 to a projected average of 377, which could have an impact on Kindergarten enrollments. In most districts, enrollments in Grades 1-8 are very stable. However, there have been decreases in 6 of the 8 most recent years, leading to a net decrease averaging -33 students per year.

Over the next three years, K-4 enrollments are projected to decrease by -97 students, Grades 5-8 enrollments are projected to decrease by -103 students, and Grades 9-12 enrollments are projected to increase by +102 students, as students move through the grades.

Historical Enrollment

School District: Natick, MA

12/16/2022

Historical Enrollment By Grade																			
Birth Year	Births*	School Year	PK	K	1	2	3	4	5	6	7	8	9	10	11	12	UNGR	K-12	PK-12
2007	452	2012-13	102	413	423	414	377	414	437	372	384	356	386	331	327	321	0	4955	5057
2008	454	2013-14	108	462	421	443	406	385	418	431	388	388	373	381	339	336	0	5171	5279
2009	432	2014-15	110	453	454	441	435	395	376	405	429	377	396	367	380	350	0	5258	5368
2010	408	2015-16	113	435	455	462	441	418	407	372	402	418	381	394	361	383	0	5329	5442
2011	439	2016-17	126	447	433	441	464	419	414	387	364	391	415	353	372	358	0	5258	5384
2012	421	2017-18	127	422	436	428	433	457	417	401	367	361	388	423	361	385	10	5289	5416
2013	429	2018-19	135	424	436	434	428	445	451	407	402	383	384	407	431	377	0	5409	5544
2014	463	2019-20	136	407	420	423	425	429	441	421	406	388	393	387	408	440	0	5388	5524
2015	415	2020-21	76	332	393	417	405	414	422	430	411	401	379	380	383	408	0	5175	5251
2016	426	2021-22	132	407	362	380	424	396	412	412	440	419	398	391	389	387	0	5217	5349
2017	390	2022-23	140	356	418	368	397	421	405	411	404	443	421	395	381	396	0	5216	5356

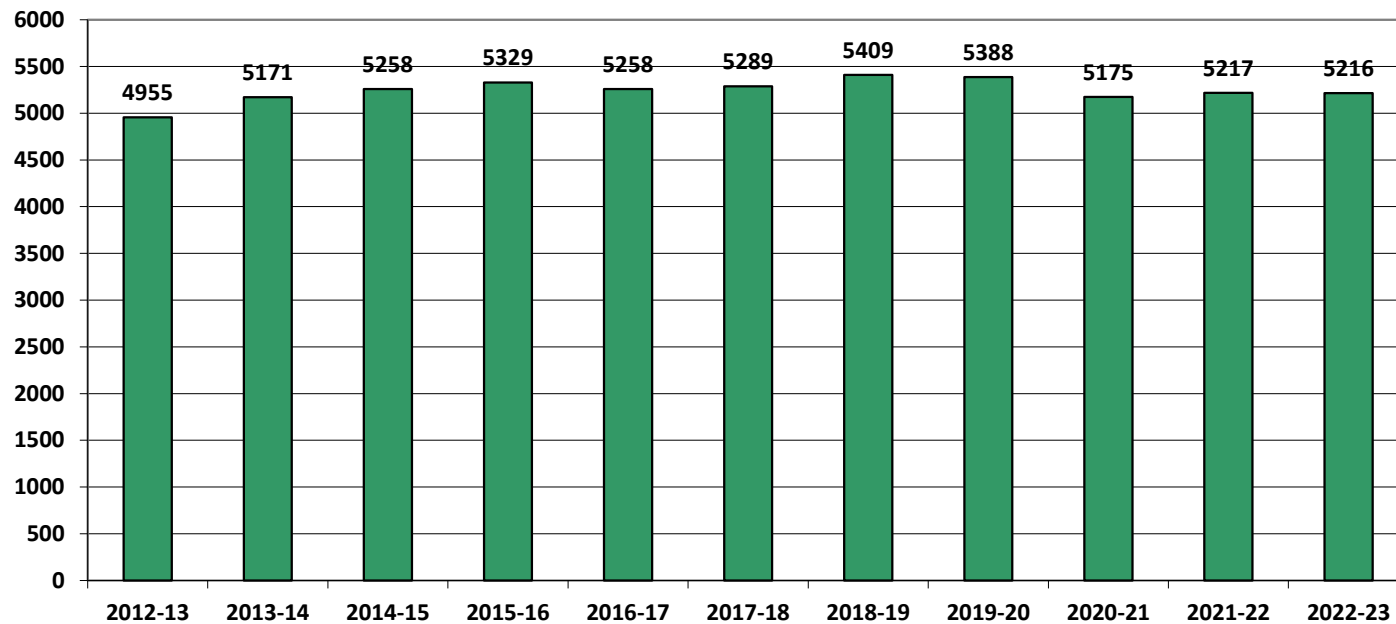
*Birth data provided by Public Health Vital Records Departments in each state.

Historical Enrollment in Grade Combinations									
Year	K-4	PK-4	K-6	K-8	5-8	6-8	PK-8	5-12	9-12
2012-13	2041	2143	2850	3590	1549	1112	3692	2914	1365
2013-14	2117	2225	2966	3742	1625	1207	3850	3054	1429
2014-15	2178	2288	2959	3765	1587	1211	3875	3080	1493
2015-16	2211	2324	2990	3810	1599	1192	3923	3118	1519
2016-17	2204	2330	3005	3760	1556	1142	3886	3054	1498
2017-18	2176	2303	2994	3722	1546	1129	3849	3103	1557
2018-19	2167	2302	3025	3810	1643	1192	3945	3242	1599
2019-20	2104	2240	2966	3760	1656	1215	3896	3284	1628
2020-21	1961	2037	2813	3625	1664	1242	3701	3214	1550
2021-22	1969	2101	2793	3652	1683	1271	3784	3248	1565
2022-23	1960	2100	2776	3623	1663	1258	3763	3256	1593

Historical Percentage Changes			
Year	K-12	Diff.	%
2012-13	4955	0	0.0%
2013-14	5171	216	4.4%
2014-15	5258	87	1.7%
2015-16	5329	71	1.4%
2016-17	5258	-71	-1.3%
2017-18	5289	31	0.6%
2018-19	5409	120	2.3%
2019-20	5388	-21	-0.4%
2020-21	5175	-213	-4.0%
2021-22	5217	42	0.8%
2022-23	5216	-1	0.0%
Change		261	5.3%

Historical Enrollment

K-12, School Years 2012-13 to 2022-23



Projected Enrollment

School District: Natick, MA

12/16/2022

Enrollment Projections By Grade*																				
Birth Year	Births*		School Year	PK	K	1	2	3	4	5	6	7	8	9	10	11	12	UNGR	K-12	PK-12
2017	390		2022-23	140	356	418	368	397	421	405	411	404	443	421	395	381	396	0	5216	5356
2018	394		2023-24	140	372	360	412	370	395	421	398	406	406	446	421	395	389	0	5191	5331
2019	397		2024-25	140	375	376	355	415	368	395	414	393	408	409	446	421	403	0	5178	5318
2020	364		2025-26	140	344	379	370	357	413	368	388	409	395	411	409	446	429	0	5118	5258
2021	356	(prov.)	2026-27	140	336	347	373	372	355	413	362	383	411	398	411	409	455	0	5025	5165
2022	380	(est.)	2027-28	141	359	339	342	375	370	355	406	357	385	414	398	411	417	0	4928	5069
2023	378	(est.)	2028-29	141	357	363	334	344	373	370	349	401	359	388	414	398	419	0	4869	5010
2024	375	(est.)	2029-30	141	354	361	358	336	342	373	364	345	403	362	388	414	406	0	4806	4947
2025	371	(est.)	2030-31	141	350	358	356	360	334	342	367	359	347	406	362	388	422	0	4751	4892
2026	372	(est.)	2031-32	141	352	354	353	358	358	334	336	362	361	350	406	362	396	0	4682	4823
2027	375	(est.)	2032-33	141	355	356	349	355	356	358	328	332	364	364	350	406	369	0	4642	4783

Note: Ungraded students (UNGR) often are high school students whose anticipated years of graduation are unknown, or students with special needs - UNGR not included in Grade Combinations for 7-12, 9-12, etc.

Based on an estimate of births

Based on children already born

Based on students already enrolled

*Birth data provided by Public Health Vital Records Departments in each state.

Projected Enrollment in Grade Combinations*									
Year	K-4	PK-4	K-6	K-8	5-8	6-8	PK-8	5-12	9-12
2022-23	1960	2100	2776	3623	1663	1258	3763	3256	1593
2023-24	1909	2049	2728	3540	1631	1210	3680	3282	1651
2024-25	1889	2029	2698	3499	1610	1215	3639	3289	1679
2025-26	1863	2003	2619	3423	1560	1192	3563	3255	1695
2026-27	1783	1923	2558	3352	1569	1156	3492	3242	1673
2027-28	1785	1926	2546	3288	1503	1148	3429	3143	1640
2028-29	1771	1912	2490	3250	1479	1109	3391	3098	1619
2029-30	1751	1892	2488	3236	1485	1112	3377	3055	1570
2030-31	1758	1899	2467	3173	1415	1073	3314	2993	1578
2031-32	1775	1916	2445	3168	1393	1059	3309	2907	1514
2032-33	1771	1912	2457	3153	1382	1024	3294	2871	1489

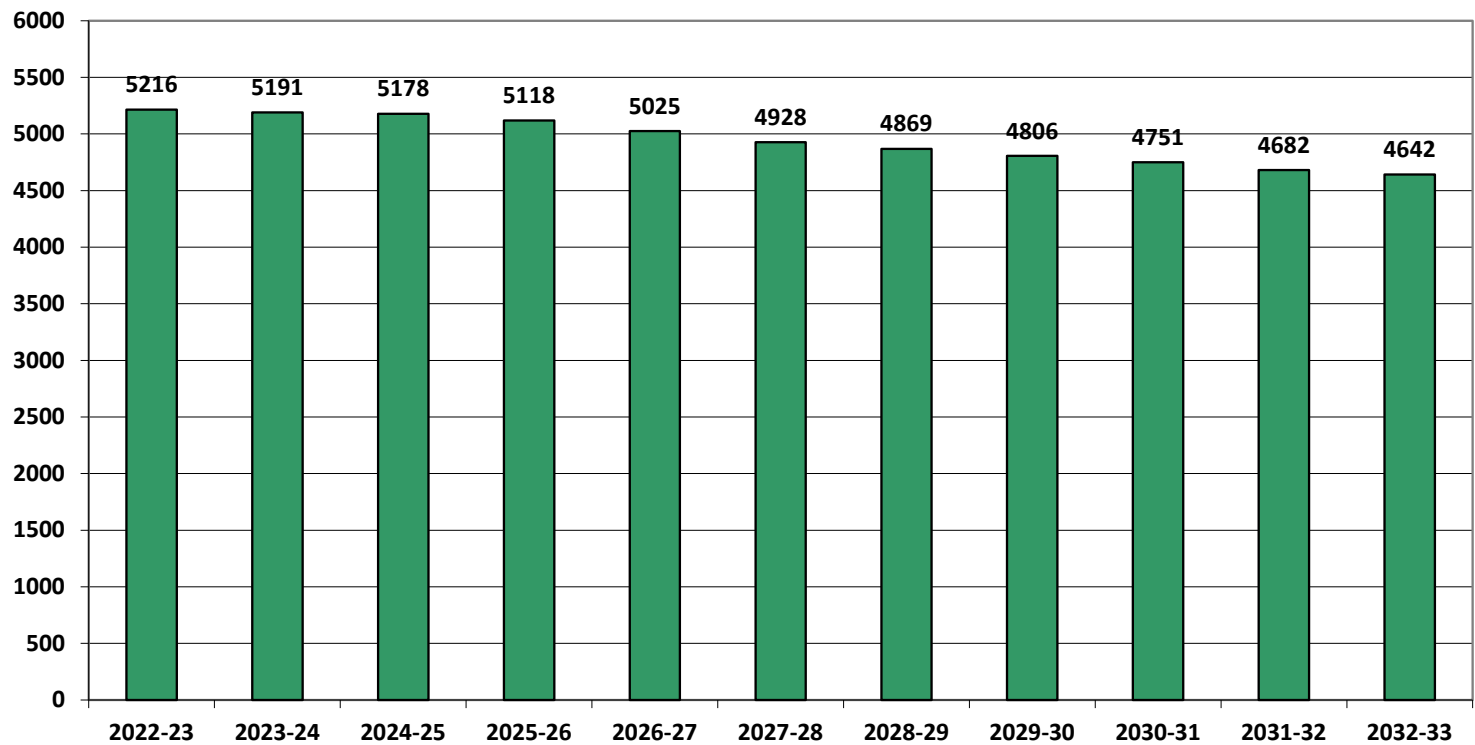
Projected Percentage Changes			
Year	K-12	Diff.	%
2022-23	5216	0	0.0%
2023-24	5191	-25	-0.5%
2024-25	5178	-13	-0.3%
2025-26	5118	-60	-1.2%
2026-27	5025	-93	-1.8%
2027-28	4928	-97	-1.9%
2028-29	4869	-59	-1.2%
2029-30	4806	-63	-1.3%
2030-31	4751	-55	-1.1%
2031-32	4682	-69	-1.5%
2032-33	4642	-40	-0.9%
Change	-574		-11.0%

*Projections should be updated annually to reflect changes in in/out-migration of families, real estate sales, residential construction, births, and similar factors.

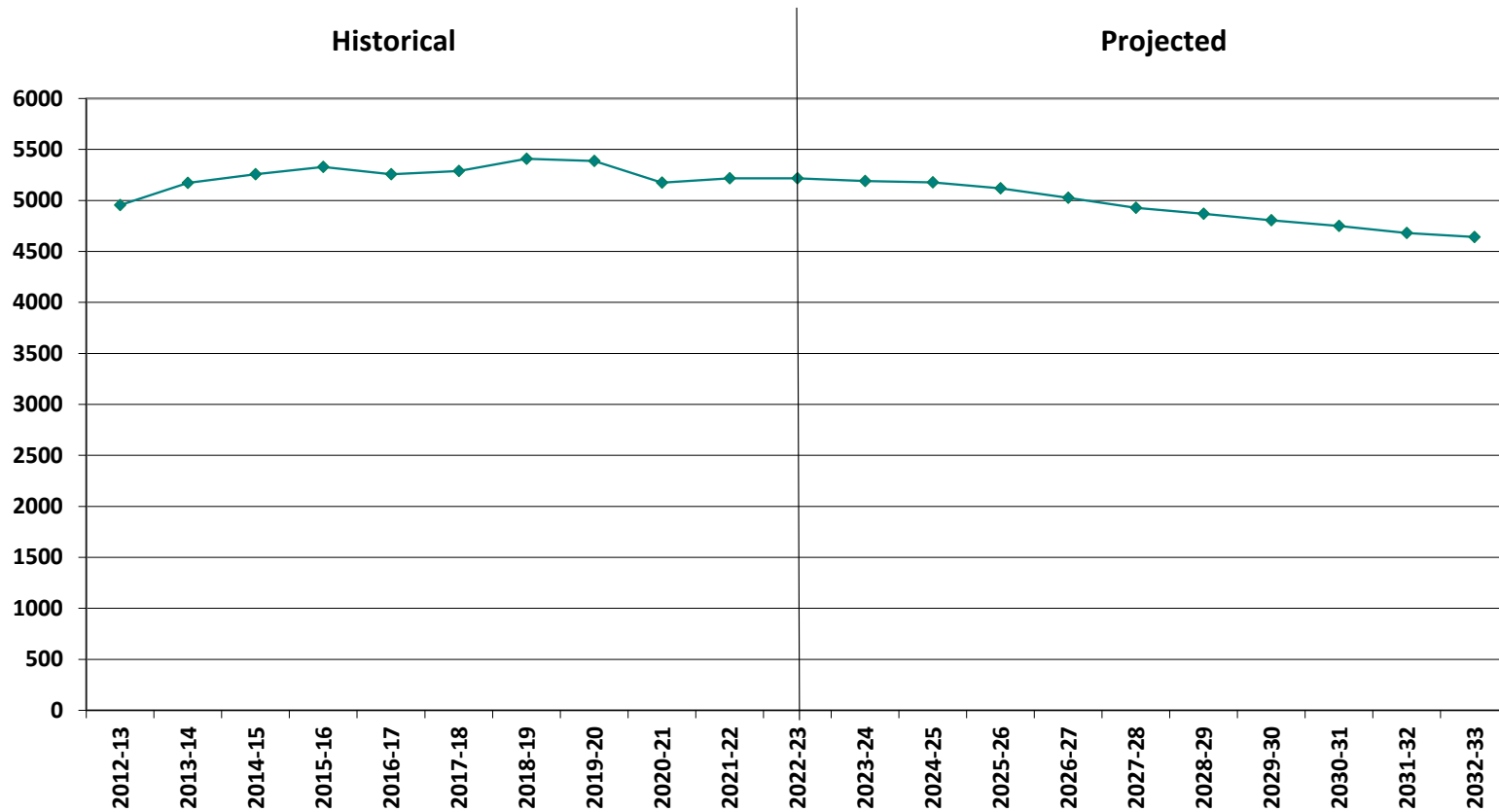


Projected Enrollment

K-12, School Years 2022-23 to 2032-33

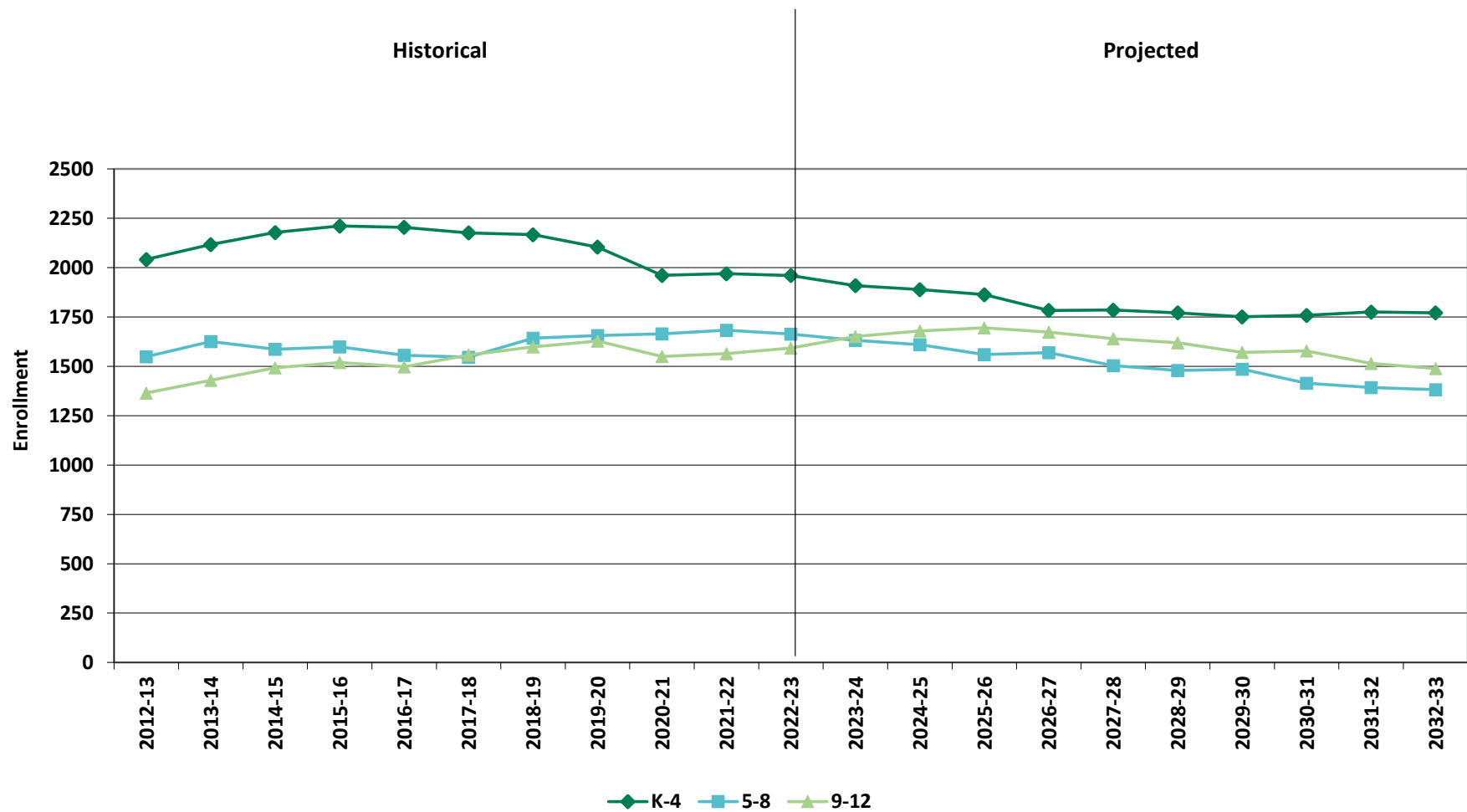


Historical & Projected Enrollment

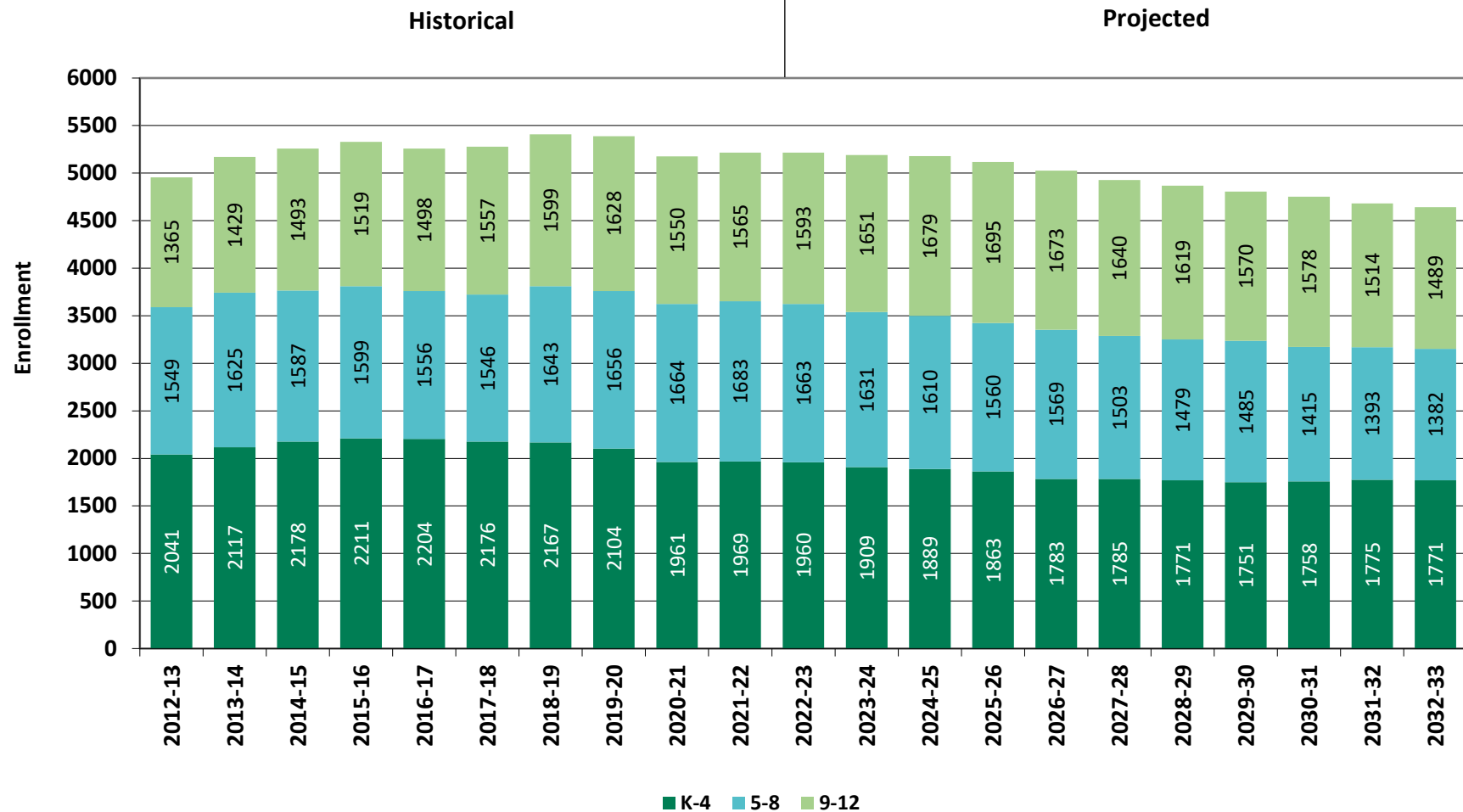




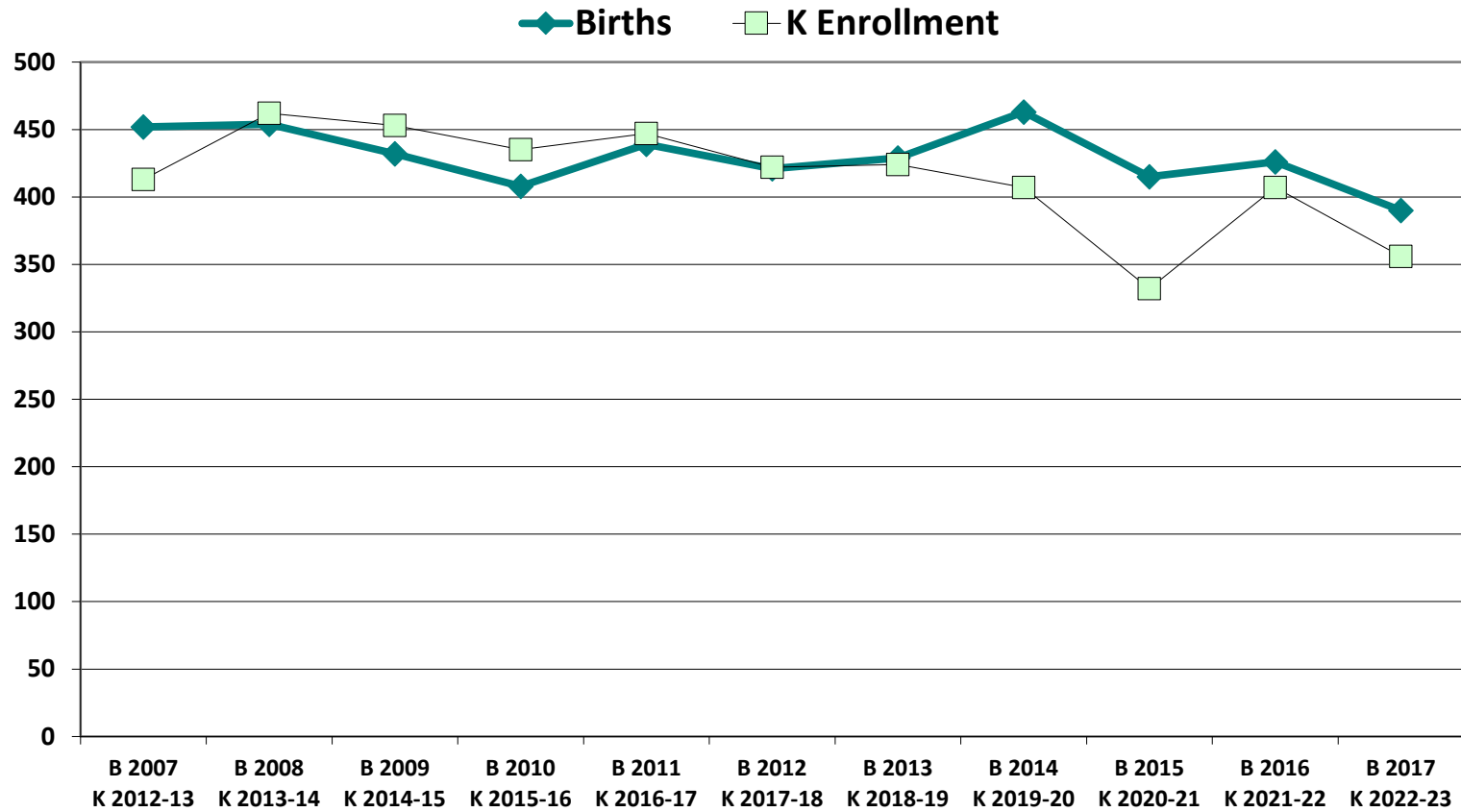
Historical & Projected Enrollments in Grade Combinations



Historical & Projected Enrollments in Grade Combinations



Birth-to-Kindergarten Relationship



Additional Information

Building Permits Issued (Source: HUD)		
Year	Single-Family	Multi-Units
2012	24	524
2018	33	4
2019	24	8
2020	27	0
2021	32	2
2022	27 to date	0 to date

Enrollment History*		
Year	Career-Tech 9-12 Total	Non-Public K-12 Total
2012-13	64	548
2018-19	70	485
2019-20	64	533
2020-21	58	503
2021-22	58	441
2022-23	58	n/a

Residents in Non-Public Independent and Parochial Schools (General Education)*														
Jan. 3, 2022	K	1	2	3	4	5	6	7	8	9	10	11	12	K-12 TOTAL
	34	21	29	27	25	33	33	23	40	41	40	53	42	441

K-12 Home-Schooled Students*	
2022	29

K-12 Residents in Charter or Magnet Schools, or Choiced-out*	
2022	75

K-12 Special Education Outplaced Students*	
2022	67

K-12 Tuitioned-In, Choiced-In, & Other Non-Residents*	
2022	17

*The above data were provided by the District, with the exception of building permit data (provided by HUD).

"n/a" signifies that information was not provided by District.

New England's PK-12 Enrollment Trends

From 2020 to 2030, the US Department of Education anticipates changes in PK-12 enrollment of -2.4% in the South, -6.5% in the West, -3.8% in the Midwest, -6.2% in the Northeast, and a total of -4.3% nationwide.

State	Fall 2020 PK - 12	Fall 2030 Projected	PK-12 Decline	% Change 2020-2030
CT	509,058	475,600	-33,458	-6.6%
ME	172,455	161,800	-10,655	-6.2%
MA	921,712	879,900	-41,812	-4.5%
NH	169,027	144,600	-24,427	-14.5%
RI	139,184	130,200	-8,984	-6.5%
VT	82,401	74,600	-7,801	-9.5%

Source: U.S. Department of Education, National Center for Education Statistics, *Enrollment In Public Schools fall 1990 to fall 2030*, Table 203.20, March 2022.

Although most New England Districts are seeing a decline in the number of births, NESDEC's experience indicates that the impact on enrollment varies from District to District. Almost half of New England Districts have been growing in PK-12 enrollment, and a similar number are declining (often in rural areas), with the other Districts remaining stable.

Reliability and Use of this Document

PROJECTION METHODOLOGY

Cohort component (survival) technique is a frequently used method of preparing enrollment forecasts. NESDEC uses this method, but modifies it in order to move away from forecasts that are wholly computer- or formula-driven. Such modification permits the incorporation of important, current district-specific information into the generation of enrollment forecasts (such as in/out-migration of students, resident births, HUD-reported building permits, etc.). Percentages are calculated from the historical enrollment data to determine a reliable percentage of increase or decrease in enrollment between any two grades. For example, if 100 students enrolled in Grade 1 in 2018-19 increased to 104 students in Grade 2 in 2019-20, the percentage of survival would be 104%, or a ratio of 1.04. Ratios are calculated between each pair of grades or years in school over several recent years.

After study and analysis of the historical ratios, and based upon a reasonable set of assumptions regarding births, migration rates, retention rates, etc., ratios most indicative of future growth patterns are determined for each pair of grades. The ratios thus selected are applied to the present enrollment statistics to project into future years. The ratios are the key factors in the reliability of the projections, assuming validity of the data at the starting point.

RELIABILITY OF ENROLLMENT PROJECTIONS

Projections can serve as useful guides to school administrators for educational planning. Enrollment projections are more reliable in Years #1-4 in the future and less reliable in the “out-years.” Projections six to ten years out may serve as a guide to future enrollments and are useful for planning purposes, but they should be viewed as subject to change given the likelihood of potential shifts in underlying assumptions/trends, such as student migration, births as they relate to Kindergarten enrollment, and other factors.


Projections that are based upon **the children who already are in the district** (the current K-12 population only) will be the most reliable. The second level of reliability will be for those children already **born into the community but not yet old enough to be in school**. The least reliable category is the group for which an estimate must be made **to predict the number of births**, thereby adding additional uncertainty. See these three multi-colored groupings on the “Projected Enrollment” tab.

Annual updates allow for early identification of recent changes in historical trends. When the actual enrollment in a grade is significantly different (higher or lower) from the projected number, it is important (yet difficult) to determine whether this is a one-year aberration or whether a new trend may have begun. **In light of this possibility, NESDEC urges all school districts to have updated enrollment forecasts developed by NESDEC each October.** This service is available at no cost to affiliated school districts.

USING THIS INFORMATION ELECTRONICALLY

If you would like to extract the information contained in this report for your own documents or presentations, you can use screenshots, which can be inserted into PowerPoint slides, Word documents, etc. Because screenshots create graphics, the image is not editable. Please feel free to contact us if you need assistance in this matter, by phone (508-481-9444) or by email (ep@nesdec.org).

Natick Public Schools - Student Enrollment January 01, 2023

	December 01, 2022																January 01, 2023														
		K	1	2	3	4	5	6	7	8	9	10	11	12			Total		K	1	2	3	4	5	6	7	8	9	10	11	12
NHS / Northstar KENNEDY WILSON							207 200	233 180	208 195	243 203			424 395	379 394	1,592 891 778	NHS / Northstar KENNEDY WILSON							206 198	233 181	209 195	243 204		424 395	377 393	393 778	1,589 891 778
BEN-HEM		19	19	19	21	21										BEN-HEM		19	20	19	21	21									
Total:		19	19	18	22	21											20	19	18	22	21										
		18	18	19	18	21											18	18	19	18	20										
		19	20	19	17	20											20	20	19	17	21										
		19	18	19	21												19	18	19	21											
		18															19														
	75	113	93	97	104										482		77	115	93	97	104										486
BROWN		19	18	16	22	20										BROWN		20	19	16	22	20									
Total:		20	22	16	20	21											20	21	16	23	21										
		21	21	17	22	20											21	21	17	23	20										
		21	21	15	22	18											21	22	15	22	18										
		21	22	16	20	19											21	21	16	20	20										
		102	104	80	106	98									490		103	104	80	110	99										496
JOHNSON		15	16	15	21											JOHNSON		15	16	15	21										
Total:		15	16	16	22												15	16	16	22											
		30	32	31	43										136		30	32	31	43											136
LILJA		18	21	20	19	21										LILJA		18	21	20	19	21									
Total:		18	20	20	19	20											18	20	20	19	21										
		20	21	19	19	20											18	21	19	19	20										
		20			20	20											20			19	20										
		18															18														
			11	8														11	12												
		12	8															8	8												
	94	85	75	77	81									412		92	81	79	76	82										410	
MEMORIAL		21	21	22	19	19										MEMORIAL		21	21	22	20	19									
Total:		22	22	21	20	19											22	22	21	20	19										
		20	21	22	21	19											21	21	21	21	19										
		22	21	22	21	19											22	21	22	21	19										
					19																19										
		85	85	87	81	95									433		86	85	86	82	95										434
PRE-K EAST	53													53	PRE-K EAST	54															54
PRE-K NHS	59													59	PRE-K NHS	59															59
PRE-K LIL	27													27	PRE-K LIL	28															28
PRE-K-MEM	15													15	PRE-K MEM	15															15
TOTAL:	154	356	417	367	392	421	407	413	403	446	424	395	379	394	5,368	Total:	156	358	415	370	396	423	404	414	404	447	424	395	377	393	5,376

ITEM TITLE: The Addition of Towns to the ACCEPT Collaborative
DATE: 1/9/2023
ITEM TYPE: Discussion
ITEM SUMMARY: Allow Westborough and possibly Wayland to join the ACCEPT Collaborative.

LINK to Superintendent's presentation
Please note changes may be made to presentation up until the meeting time.

BACKGROUND INFORMATION: The Superintendents, who constitute the Board see no negative issue here and see it as a good thing to strengthen the collaborative.

RECOMMENDATION:

ATTACHMENTS:

Description	File Name	Type
westboro statement	Westborough_Statement.pdf	Cover Memo
accept statement	ACCEPT_Statement_on_Westborough_Membership.pdf	Cover Memo



WESTBOROUGH PUBLIC SCHOOLS

45 West Main Street · Westborough, MA 01581 · 508-836-7700 · www.westboroughk12.org

December 19, 2022

Dr. Donna Flaherty, Executive Director
and ACCEPT Board of Directors
ACCEPT Education Collaborative
4 Tech Circle
Natick, MA 01760

Dear Dr. Flaherty and Board Members,

It was a pleasure to attend the board meeting on December 7th, to discuss the Westborough Public Schools becoming a member of the ACCEPT Education Collaborative. The quality of discussion and the shared objectives and goals between our districts only reinforced our interest in becoming active members of ACCEPT. As a school district of 4,000 students, with a diverse population and a thriving community, we are focused on academic excellence, supporting all learners, and contributing to the educational dialogue on these topics.

We are a district that strongly believes in the mission statement of the collaborative:

"To use the collective power of member school districts to provide programs and services that maximize the potential of students, their families, educators, and communities."

This mission statement also aligns well with our 2021-2026 Strategic Plan, which has as one focus:

"To create an authentic and personalized learning environment PK-22 that provides and fosters curiosity, choice, joy, and meaningful connections."

We would very much like to work with ACCEPT to further the goals of both of our organizations. Currently we participate in several job-like groups, and we have students placed into some ACCEPT programs. We feel these experiences have been meaningful. We also actively collaborate with many of your partner districts and we are committed to contributing to the organization as well as benefiting from its dynamic resources.

Please let me know if there's anything additional we might be able to share to assist in your decision regarding our membership in the collaborative.

Thank you.

Amber Bock
Superintendent



Dr. Donna Flaherty • Executive Director • dflaherty@accept.org
Center for Learning and Growth • 4 Tech Circle, Natick MA 01760
Main Office 508.653.6776 • Fax 508.653.0878 • accept.org
Transportation 508.620.3875 • Fax 508.655.5008

January 3, 2023

RE: Westborough Public Schools request for ACCEPT Membership

Dear Board of Directors and School Committees,

Since its formation in 1974, ACCEPT Education Collaborative has established trusted partnerships to promote excellence and innovation in educational practice. The mission and purpose of ACCEPT is to leverage the collective power and resources of member school districts to provide excellent, cost-effective regional programs and services to unlock the potential of students, their families, educators and communities. ACCEPT offers a wide range of programs and services whose focus is to minimize the impact of student disabilities or relative weaknesses and maximize student outcomes including achievement, independence and participation in the community. We are committed to providing member districts with current services and do this through the guidance and authorization of the Board of Directors. ACCEPT's Board of Directors is composed of all member district Superintendents.

The Westborough Public Schools has sent a letter requesting admittance to the Collaborative. Superintendent Amber Bock was invited to speak at ACCEPT's Board of Directors meeting on December 7, 2022. The Board had an opportunity to understand the request for membership and to ask questions of the Superintendent. Superintendent Bock stated her respect for the work of ACCEPT and discussed meaningful ways that Westborough can contribute to the mission and vision of the ACCEPT Education Collaborative. The Board of Directors and ACCEPT are recommending admitting the Westborough Public School District to the Collaborative. The next step is for each member district School Committee to discuss this option and take a public vote to either admit or not admit the Westborough school district. The following is the formal process for admitting new member districts per the ACCEPT Education Collaborative Articles of Agreement:

Per the *ACCEPT Education Collaborative Agreement*:

Section IX: Procedure for Admitting New Member Districts

A new School Committee or Charter School Board may be added to ACCEPT consistent with approval of the Board and subsequent to amendment of the ACCEPT Collaborative agreement, consistent with the provisions of Section VIII, MGL c40, §4E and 603 CMR 50.03 to reflect such membership. The applicant School Committee or Charter School Board shall apply in writing for admission to ACCEPT no later than December 31st of the fiscal year prior to the fiscal year in which the applicant School Committee or Charter School Board seeks membership. A School Committee or Charter School Board may be admitted to the Collaborative as of July 1st of any fiscal year provided that *all required approvals, including each member School Committee votes to approve* the School District

or Charter School and that the approval of Board of Elementary and Secondary Education are obtained by the preceding April 30th of the fiscal year prior to the fiscal year in which the new member School Committee or Charter School Board is to be admitted to the Collaborative. If the process for amendment of the ACCEPT Articles of Agreement has not been finalized by July 1st, the new member district may appoint a non-voting representative to the ACCEPT Board. During the first year of membership, a newly admitted district will pay a 10% surcharge for all programs and services. During the second year of membership the surcharge will be reduced to 5%; the following years member district rates will apply.

I welcome any questions or concerns you may have. Please feel free to reach out to me. Thank you for your ongoing support.

Sincerely,

A handwritten signature in black ink that reads "Donna Flaherty, Ed.D." The signature is written in a cursive, flowing style.

Donna Flaherty, Ed.D.

Executive Director